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Human Resources
Labour and
Employment

Hon. Grant Schmidt
Minister

Wages and Working Conditions by Occupation

Fourteenth Report 1988

Saskatchewan

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Fourteenth Survey

Wages and Working Conditions by Occupation

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Honourable Grant Schmidt
Minister

Gerry Meier
Deputy Minister

John Boyd
Survey Director

Labour Relations Branch
Saskatchewan Human Resources, Labour and Employment
Regina, Saskatchewan

Preface

This report presents the results of the Department of Human Resources, Labour and Employment's fourteenth survey of *Wages and Working Conditions by Occupation*.

The production of this report, currently the only one of its kind in Canada, is in response to continuing requests for information from individual employers, employer and employee associations, unions, educational institutions and career counsellors.

Over the years the survey results have been widely used for such purposes as collective bargaining, pay administration and career counselling and planning.

The information received for October 1988 is tabulated in a form which provides the reader with an indication of working conditions and current wage rates in the Saskatchewan labour market.

The department acknowledges the considerable time and effort put forth by those business establishments who provided data for this publication. We are grateful for the continued support of these Saskatchewan businesses.

Introduction

The fourteenth report on Saskatchewan wages and working conditions is a summary of results obtained in a survey of business establishments operating in the province. The reference month for the survey is October 1988. Data were collected from 1,095 establishments representing all major industries, firm sizes and geographic locations. This report contains wage data for 353 occupations and reports on working conditions for approximately 91,426 employees.

The report is presented in three parts. The first two sections, comprised of the detailed pay, working conditions and benefits data, make up the bulk of the report. The third section is the appendices, which provide a more detailed explanation of methodology including information on the industries, occupations and geographic areas surveyed, and definitions of terms used.

The reader should note that while criteria exist to ensure confidentiality of wage information and that the statistical values given are reasonably representative, caution should be used in interpreting the information where fewer than 15 employees are reported for the occupation.

Readers are encouraged to consult Appendix 1 prior to using or interpreting data contained in this report.

Labour Relations Branch
Saskatchewan Human Resources,
Labour and Employment

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Managerial and Administrative

City, Town or Municipal Clerk - 1119-190

Drafts agendas and bylaws for town council. Records minutes of city council meetings, answers official correspondence, and prepares reports on civic meetings. Receives, tabulates and certifies accuracy of election returns. Directs printing and distribution of laws, resolutions and other official documents. Issues marriage licenses.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	40	12	1500.00	4660.00	2083.00	4176.00	3000.00	3059.80
Male	40	-	1750.00	4615.00	2291.66	4176.00	3110.43	3244.84
Female	-	12	1500.00	4660.00	1545.00	3405.00	2298.75	2442.99
All Employees (Part-time)	-	10	7.00	10.63	7.00	9.50	7.07	7.99
			Industry Data					
Public Admin.	40	11	1500.00	4660.00	2183.00	4176.00	3000.00	3080.58
(Part-time)	-	10	7.00	10.63	7.00	9.50	7.07	7.99
			Firm Size Data					
1 - 19	24	8	1500.00	3712.00	2000.00	3300.00	2765.75	2653.21
(Part-time)	-	9	7.00	10.63	7.00	9.50	7.14	8.10
20 - 49	8	2	1916.70	4270.00	2183.00	4149.60	3755.97	3450.66
100 - 399	5	-	3135.17	4184.00	4145.00	4184.00	4172.00	3962.43
			Geographic Area Data					
Major Urban	4	-	3000.00	4184.00	3000.00	4184.00	4158.50	3875.25
Minor Urban	12	2	2000.00	4463.00	2400.00	4176.00	3398.55	3422.67
Rural	22	9	1500.00	3850.00	1916.70	3356.00	2667.00	2649.88
(Part-time)	-	6	7.00	10.63	7.14	9.50	8.83	8.65

Hospital Administrator - 1130-114

Plans, organizes, directs and controls activities of organizations engaged in health diagnosing and treating, nursing and therapy, medical research, preventive medicine and other areas in medicine and health.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	72	38	1698.34	6502.78	2432.00	5543.87	3349.75	3622.99
Male	72	-	1902.00	6502.78	2667.09	5543.87	3632.50	3890.34
Female	-	38	1698.34	5543.87	2025.88	3968.57	3197.43	3116.42
All Employees (Part-time)	5	19	8.00	21.50	8.82	18.25	11.79	12.22
Non-union	5	19	8.00	21.50	8.82	18.25	11.79	12.22
Male	5	-	9.20	21.50	10.53	21.50	11.54	13.43
Female	-	19	8.00	18.85	8.82	14.70	11.89	11.90
			Industry Data					
Health & Educ.	72	38	1698.34	6502.78	2432.00	5543.87	3349.75	3622.99
(Part-time)	5	19	8.00	21.50	8.82	18.25	11.79	12.22

Hospital Administrator (continued)

(Monthly Rates) **Firm Size Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	1	2	2687.75	3453.87	2687.75	3453.87	2800.00	2980.54
20 - 49	21	23	1892.44	3995.00	2167.98	3530.12	3117.00	2992.51
(Part-time)	2	16	8.00	18.85	9.40	14.70	12.16	12.31
50 - 99	18	5	1902.00	5072.49	2500.00	4358.50	3246.00	3341.44
100 - 399	18	6	1698.34	6316.38	2667.09	4852.40	3924.50	3886.31
400 plus	14	2	4292.00	6502.78	4968.79	6174.71	5543.87	5486.99
			Geographic Area Data					
Regina	5	-	3246.00	6502.78	5062.09	6502.78	6174.71	5448.83
Saskatoon	7	7	3097.00	5543.87	3292.70	5543.87	5543.87	4633.33
Major Urban	12	6	1698.34	6316.38	2641.25	4875.00	3659.50	3712.22
(Part-time)	1	3	8.82	11.68	8.82	11.68	10.47	10.36
Minor Urban	11	2	2589.60	5307.00	2921.00	5068.38	4083.00	3945.87
Rural	37	23	1892.44	5072.49	2192.33	3968.57	3139.31	3138.36
(Part-time)	4	16	8.00	21.50	8.90	18.25	12.16	12.59

Architectural/Engineering Director - 1130-118

Plans, organizes for the provision of a number of specialized architectural and/or engineering services within a large organization. Duties are almost exclusively of an administrative rather than a technical nature. Will be registered as a professional architect or engineer in the Province of Saskatchewan.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	47	-	2000.00	6913.83	4000.00	5831.00	5067.00	4944.57
			Industry Data					
Service	9	-	2000.00	5500.00	3000.00	5000.00	3856.99	3821.40
			Firm Size Data					
1 - 19	8	-	2000.00	5500.00	3000.00	5000.00	3713.98	3690.44
400 plus	34	-	4738.00	6913.83	5067.00	5831.00	5067.00	5200.65
			Geographic Area Data					
Saskatoon	10	-	3000.00	6700.00	3000.00	6700.00	4451.50	4713.40
Major Urban	4	-	2000.00	4738.00	2000.00	4738.00	3356.99	3363.00

Comptroller or Treasurer - 1135-110

Plans, organizes, directs and controls financial affairs of industrial, commercial, institutional or governmental organizations.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	27	2	1600.00	6941.00	3000.00	5319.17	4110.00	4237.44

Comptroller or Treasurer (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Mfg. & Process.	4	-	3167.00	4800.00	3167.00	4800.00	3833.34	3908.42
Wholesale	2	1	1600.00	4500.00	1600.00	4500.00	3200.00	3100.00
Finance	10	-	2868.65	5275.00	3000.00	5268.00	4303.61	4243.79
Public Admin.	6	-	3054.00	6700.00	3615.00	5319.17	4427.50	4590.53
Firm Size Data								
1 - 19	3	1	1600.00	3850.00	1600.00	3850.00	2934.33	2829.66
20 - 49	7	-	2800.00	4625.00	3200.00	4116.67	3900.00	3757.38
50 - 99	6	-	3167.00	5083.04	3861.00	4500.00	4308.61	4204.71
100 - 399	6	1	3615.00	5275.00	3728.01	5268.00	4735.00	4488.72
400 plus	5	-	3054.00	6941.00	5319.17	6941.00	6602.00	5723.23
Geographic Area Data								
Regina	6	1	3000.00	6941.00	3728.01	5319.17	4500.00	4697.12
Saskatoon	10	-	2868.65	6700.00	3167.00	6602.00	4179.11	4474.89
Major Urban	6	1	1600.00	5083.04	2800.00	4800.00	3550.00	3500.29

Personnel Manager - 1136-114

Plans, organizes, directs and controls, through subordinate managers or supervisors, personnel activities of an industrial, commercial or other organization. Implements and co-ordinates one or more of the following programs; recruitment and selection, employee training, wage and salary administration, collective bargaining and safety.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	34	5	2084.00	6391.67	2650.00	5598.67	4253.56	4218.64
Male	34	-	2084.00	6391.67	2650.00	6000.00	4315.00	4339.17
Female	-	5	2201.00	5338.00	2956.00	5338.00	3083.00	3399.00
Industry Data								
Primary	8	-	4000.00	6000.00	4300.00	5440.00	4856.50	4860.38
Mfg. & Process.	7	1	2166.25	5500.00	2870.83	5166.67	3912.17	3918.14
Retail	2	1	2877.03	3804.00	2877.03	3804.00	3083.00	3254.68
Finance	8	2	2084.00	6391.67	2100.00	5454.00	3847.42	3772.51
Service	3	-	2650.00	4229.64	2650.00	4229.64	4000.00	3626.55
Public Admin.	5	-	3535.00	6300.00	4355.35	6300.00	4723.00	4902.40
Firm Size Data								
1 - 19	5	1	2100.00	6391.67	2201.00	5454.00	4295.00	4122.78
20 - 49	5	1	2166.25	6000.00	2650.00	4983.00	3143.92	3681.18
50 - 99	5	-	2084.00	5100.00	3481.83	5100.00	4253.56	3863.88
100 - 399	9	1	2877.03	4723.00	2956.00	4330.00	4106.50	3909.27
400 plus	10	2	3083.00	6300.00	3535.00	6080.00	5252.34	4940.92
Geographic Area Data								
Regina	8	2	2084.00	5598.67	2877.03	5500.00	4188.67	4182.87
Saskatoon	12	2	2166.25	6391.67	2956.00	6300.00	4350.00	4527.65
Rural	5	1	2201.00	5454.00	2870.83	4330.00	3830.00	3752.64

Manager, Sales or Marketing - 1137-118

Plans, organizes, directs and controls sales and/or distribution activities for industrial or commercial organizations or for chains of retail and wholesale businesses. May negotiate with advertising agencies concerning the preparation of sales advertising.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	120	7	1200.00	7700.00	2034.00	4463.33	3170.00	3284.13
Male	120	-	1200.00	7700.00	2099.50	4500.00	3195.00	3339.64
Female	-	7	1895.83	3000.00	2000.00	2705.00	2103.00	2332.55
Commission	4	-	2000.00	4896.00	2000.00	4896.00	3200.00	3324.00
Industry Data								
Mfg. & Process.	16	-	2210.00	4500.00	2750.00	4000.00	3327.36	3409.61
Wholesale	31	-	1550.00	5300.00	2099.50	4000.00	2708.33	2925.98
Retail	59	2	1200.00	7700.00	1895.83	5200.00	3200.00	3357.96
Finance	10	1	3000.00	4116.67	3000.00	4110.00	3691.00	3681.00
Firm Size Data								
1 - 19	44	3	1200.00	5200.00	1600.00	3327.36	2502.50	2590.83
20 - 49	34	-	2383.33	6000.00	2650.00	4110.00	3249.69	3416.93
(Commission)	4	-	2000.00	4896.00	2000.00	4896.00	3200.00	3324.00
50 - 99	32	-	2210.00	7700.00	2920.00	5500.00	4000.00	4192.38
100 - 399	8	-	3033.33	4210.18	3378.00	3878.33	3633.00	3631.86
Geographic Area Data								
Regina	36	5	1550.00	5300.00	2000.00	4000.00	3045.00	3107.54
Saskatoon	41	1	1200.01	7700.00	2500.00	5268.00	3413.68	3696.50
Major Urban	17	-	2200.00	4000.00	2383.33	3500.00	3000.00	2989.90
Minor Urban	10	1	2500.00	4000.00	2556.67	4000.00	3000.00	3043.06
Rural	11	-	1200.00	4500.00	1500.00	4332.50	2700.00	2699.89
Province-wide	5	-	2099.50	6000.00	3500.00	6000.00	4000.00	4084.50

Service Manager - 1142-199

Supervises and co-ordinates the activities of employees in a vehicle service facility.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	55	1	1200.00	5500.00	1800.00	3450.00	2394.00	2526.79
Non-union	54	1	1200.00	5500.00	1825.00	3500.00	2438.00	2549.37
Male	55	-	1200.00	5500.00	1825.00	3500.00	2438.00	2541.83
Non-union	54	-	1200.00	5500.00	1825.00	3500.00	2469.00	2565.10
Commission	3	-	2200.00	3817.00	2200.00	3817.00	2788.50	2935.17
Industry Data								
Wholesale	14	-	1603.03	3750.00	1885.50	3500.00	2761.00	2723.88
Retail	40	1	1200.00	5500.00	1800.00	3450.00	2300.00	2478.44
(Commission)	3	-	2200.00	3817.00	2200.00	3817.00	2788.50	2935.17

Service Manager (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Firm Size Data								
1 - 19	23	-	1200.00	3120.00	1700.00	3000.00	2155.85	2257.30
20 - 49	23	-	1603.03	3200.00	1841.67	3091.00	2350.00	2388.76
50 - 99	9	1	1700.00	5500.00	2500.00	4041.00	3500.00	3464.10
Geographic Area Data								
Regina	12	-	1750.00	3800.00	2100.00	3500.00	2569.00	2657.72
Saskatoon	12	1	1285.01	5500.00	1603.03	4041.00	3000.00	2934.54
Major Urban	15	-	1825.00	2800.00	1885.50	2617.29	2200.00	2255.27
Minor Urban	10	-	1900.00	3100.00	1973.83	2925.00	2536.00	2503.43
Rural	6	-	1200.00	3200.00	1700.00	2339.55	2077.93	2099.23

Construction Manager- 1145-110

Plans, organizes, directs and controls administrative activities involved in the construction of buildings, highways and other projects. Estimates cost of construction from working drawings and specifications and submits tender. Arranges with banks or other parties to provide financial assistance.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	45	-	1750.00	6667.00	2250.00	4810.00	3000.00	3236.47
Non-union	43	-	1750.00	6667.00	2166.67	4810.00	2998.67	3225.80
Industry Data								
Construction	40	-	1750.00	6667.00	2250.00	4810.00	3000.00	3283.12
Firm Size Data								
1 - 19	28	-	1750.00	5417.00	2166.67	3800.00	2709.17	2982.86
20 - 49	11	-	2000.00	4500.00	2500.00	3466.00	2925.00	3016.38
50 - 99	6	-	3600.00	6667.00	4400.00	4843.00	4715.50	4823.50
Geographic Area Data								
Regina	9	-	1750.00	4810.00	2600.00	4400.00	2710.00	3054.07
Saskatoon	12	-	2079.60	5417.00	2500.00	4843.00	3450.00	3649.27
Major Urban	12	-	2166.67	5000.00	2300.00	3466.67	3016.67	3079.78
Minor Urban	9	-	1840.00	3600.00	2000.00	2925.00	2599.50	2604.33
Rural	3	-	3500.00	6667.00	3500.00	6667.00	3800.00	4655.67

Construction Site Superintendent - 1145-114

Plans, organizes, directs and controls, through subcontractors and foremen/women, the construction of buildings, highways and other projects. Studies plans, specifications and time schedule to determine nature and extent of the project. Directs supervisory personnel and subcontractors engaged in planning and executing work procedures, interpreting specifications and co-ordinating various phases of construction to prevent delays.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	47	-	1465.00	5417.00	2166.25	3567.00	2750.00	2923.38

Construction Site Superintendent (continued)

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Non-union	44	-	1465.00	5417.00	2000.00	3567.00	2750.00	2902.33
				Industry Data				
Construction	46	-	1465.00	5417.00	2166.25	3567.00	2825.00	2930.41
				Firm Size Data				
1 - 19	18	-	1465.00	5417.00	1800.00	2900.00	2426.20	2578.65
20 - 49	14	-	2253.33	4050.00	2339.55	3543.99	3000.54	2965.30
				Geographic Area Data				
Regina	8	-	2000.00	3655.00	2000.00	2900.00	2500.00	2544.38
Saskatoon	24	-	1465.00	5417.00	2166.25	3567.00	3073.50	2998.40
Major Urban	4	-	2600.00	5000.00	2600.00	5000.00	3076.08	3438.04
Minor Urban	11	-	1800.00	4050.00	2253.33	3525.00	2750.00	2848.18

Terminal Manager - 1147-114

Plans, organizes, directs and controls operations of a motor freight company with a geographic division to ensure efficient handling of freight and utilization of personnel and equipment.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	14	1	1500.00	3500.00	2167.00	3250.00	2509.67	2560.44
Non-union	14	1	1500.00	3500.00	2167.00	3250.00	2509.67	2560.44
Male	14	-	1500.00	3500.00	2100.00	3250.00	2504.84	2557.65
				Industry Data				
Trans., Comm. & Util.	14	1	1500.00	3500.00	2167.00	3250.00	2509.67	2560.44
				Firm Size Data				
1 - 19	3	1	1500.00	2599.50	1500.00	2599.50	2200.00	2124.88
20 - 49	11	-	2167.00	3500.00	2260.66	3250.00	2700.00	2718.82
				Geographic Area Data				
Regina	7	-	2100.00	3119.40	2260.66	2917.00	2509.67	2587.87
Rural	3	1	2167.00	3500.00	2167.00	3500.00	2649.75	2741.63

Office Manager - 1149-026-0

Is responsible for some or all administrative processes related to budgeting, cost control, work methods, accounting, property control, record keeping, personnel and payroll. Makes minor policy decisions but refers any major decisions to his/her superiors. Supervises no more than five clerical employees.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	214	288	1000.00	6099.99	1850.00	3453.00	2400.00	2560.78
Union	60	154	1750.00	2986.40	2130.00	2883.31	2318.00	2400.36
Non-union	154	134	1000.00	6099.99	1700.00	3916.00	2497.76	2679.98
Male	214	-	1000.00	6099.99	2083.00	4107.00	2676.57	2950.53
Union	60	-	1750.00	2986.40	2318.00	2986.40	2676.57	2666.21
Non-union	154	-	1000.00	6099.99	2000.00	4416.66	2950.00	3061.30
Female	-	288	1125.00	4100.00	1782.00	2800.00	2130.00	2271.18
Union	-	154	1850.00	2986.40	2130.00	2676.57	2130.00	2296.79
Non-union	-	134	1125.00	4100.00	1538.00	3000.00	2162.34	2241.75
All Employees (Part-time)	4	13	9.30	13.65	10.00	13.65	11.98	11.71
Non-union	2	6	9.30	12.50	10.00	12.00	10.38	10.82
Male	4	-	10.00	13.18	10.00	13.18	12.60	12.10
Female	-	13	9.30	13.65	10.00	13.65	11.44	11.59
Non-union	-	6	9.30	12.00	10.00	11.98	10.38	10.67
				Industry Data				
Primary	11	2	1500.00	6099.99	2400.00	5500.00	3030.00	3480.37
Mfg. & Process.	34	16	1153.85	5061.33	1874.99	4271.00	2497.76	2785.69
Construction	21	7	1000.00	5417.00	1733.33	5199.00	2250.00	2653.94
Trans., Comm. & Util.	14	16	1300.00	5999.50	2166.25	3102.67	2513.00	2684.78
Wholesale	20	9	1500.00	5709.17	2080.00	4100.00	2625.00	2830.68
Retail	17	13	1600.00	4000.00	1730.00	3275.00	2175.00	2474.15
Finance	14	26	1538.00	5000.00	1970.00	3318.00	2533.17	2647.63
Health & Educ.	18	37	1125.00	4235.00	2025.00	3626.42	2346.00	2620.80
Service	6	30	1200.00	5400.00	1482.00	3333.00	2014.01	2243.11
Public Admin.	59	132	1241.50	3846.00	2068.00	2986.40	2130.00	2403.22
				Firm Size Data				
1 - 19	79	50	1000.00	5999.50	1690.00	3751.00	2400.00	2624.78
(Part-time)	1	2	10.00	12.00	10.00	12.00	11.98	11.33
20 - 49	48	38	1241.50	6099.99	1802.32	3766.67	2579.63	2748.14
(Part-time)	1	2	9.30	12.50	9.30	12.50	10.00	10.60
50 - 99	15	26	1200.00	4395.00	1675.00	4000.00	2300.00	2533.13
100 - 399	19	13	1200.00	4271.00	1800.00	3752.67	2912.50	2845.17
400 plus	53	161	1850.00	5061.33	2130.00	2883.31	2318.00	2409.68
				Geographic Area Data				
Regina	69	80	1000.00	5061.33	1865.00	3200.04	2676.57	2635.12
Saskatoon	46	51	1125.00	5709.17	1690.00	3916.00	2524.17	2736.25
(Part-time)	1	3	10.19	12.50	10.19	12.50	11.28	11.31
Major Urban	27	24	1381.00	4000.00	1906.67	3100.00	2513.33	2579.75
Minor Urban	22	13	1241.50	5999.50	1802.32	3626.42	2474.72	2606.70
Rural	33	15	1153.85	4329.00	1800.00	3505.00	2272.00	2526.09

Manager, Administration - 1149-126

Is responsible for all administrative processes related to budgeting, cost control, work methods, accounting, property control, record keeping, personnel and payroll. Functions as the administrative director in a large organization and has final authority in all decisions affecting the administrative process.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	57	4	1700.00	6589.00	2450.00	5720.00	4116.67	4115.97
Male	57	-	1700.00	6589.00	2950.00	5720.00	4277.00	4227.74
Female	-	4	2256.00	3050.02	2256.00	3050.02	2393.50	2523.26
Industry Data								
Primary	4	-	4500.00	6490.00	4500.00	6490.00	5262.50	5378.75
Mfg. & Process.	9	-	2700.00	6305.00	3300.00	4833.00	3500.00	4064.37
Wholesale	10	-	1700.00	5000.00	1825.00	5000.00	3461.84	3348.59
Finance	13	1	2950.00	6426.92	3050.02	5834.38	4088.34	4118.74
Health & Educ.	5	2	2256.00	5035.83	2337.00	3944.00	3071.00	3283.98
Public Admin.	13	-	4298.00	6589.00	4597.41	5720.00	4875.00	5067.82
Firm Size Data								
1 - 19	11	1	2200.25	5834.38	2700.00	4158.74	3433.34	3552.34
20 - 49	15	-	1700.00	5000.00	3185.00	5000.00	4116.67	3856.89
50 - 99	7	1	2235.00	6426.92	2450.00	5035.83	3830.00	3948.09
100 - 399	9	-	3323.67	6589.00	3414.67	6490.00	4833.34	4915.08
400 plus	15	2	2256.00	6305.00	2703.00	5720.00	4799.17	4398.37
Geographic Area Data								
Regina	22	3	2235.00	6305.00	2450.00	5720.00	4116.67	4062.86
Saskatoon	15	-	1700.00	6426.92	3185.00	5834.38	4158.74	4090.63
Major Urban	7	-	2700.00	6589.00	3466.67	5035.83	4298.00	4381.83
Minor Urban	5	-	2950.00	6490.00	3300.00	6490.00	3944.00	4441.80
Rural	6	1	3050.02	5000.00	3391.00	4560.00	4500.00	4151.58

Supervisor, Accountants or Auditors - 1171-110

Supervises and co-ordinates activities of professional accountants and/or auditors and related clerical staff engaged in planning, administering and/or monitoring accounting systems for an organization. Should be a member of a professional accounting association such as the Institute of Chartered Accountants, the Society of Industrial Accountants, etc.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	40	9	2105.00	5387.00	2900.00	4900.00	3625.00	3725.90
Non-union	36	8	2105.00	5387.00	2900.00	4940.00	3653.00	3778.85
Male	40	-	2743.00	5387.00	3031.69	4940.00	3701.75	3861.63
Non-union	36	-	2881.67	5387.00	3100.00	4940.00	3791.84	3924.29
Female	-	9	2105.00	4065.00	2213.08	3999.67	3125.00	3122.66
Non-union	-	8	2105.00	4065.00	2213.08	3999.67	3192.50	3124.34
Industry Data								
Primary	11	2	3125.00	5000.00	3260.00	4940.00	3875.00	4025.62
Finance	1	3	2105.00	3640.00	2105.00	3640.00	2387.04	2629.77
Service	11	1	2881.67	3999.67	2900.00	3791.67	3333.34	3326.63

Supervisor, Accountants or Auditors (continued)

Firm Size Data

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
20 - 49	11	1	2881.67	5000.00	3100.50	3999.67	3479.18	3575.96
100 - 399	10	3	2561.00	5387.00	3031.69	4400.00	3505.00	3645.34
400 plus	16	3	2743.00	4956.00	3109.17	4940.00	4163.00	4065.80
Geographic Area Data								
Regina	15	4	2561.00	4333.33	3031.69	4097.00	3491.67	3508.12
Saskatoon	8	-	3640.00	4956.00	4163.00	4956.00	4553.00	4471.75
Major Urban	6	1	2881.67	5387.00	2900.00	3999.67	3100.50	3538.55
Minor Urban	5	4	2105.00	4940.00	2213.08	4615.00	3625.00	3518.12
Province-wide	4	-	3120.00	5000.00	3120.00	5000.00	4346.00	4203.00

Accountant or Auditor - **1171-114**

Plans and administers accounting system for organizations and private persons to provide record of assets, liabilities and financial transactions and advises on accounting problems.

Provincial Data

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	68	34	1100.67	4730.00	1400.01	3240.00	2210.00	2292.20
Union	5	7	2102.00	2920.67	2363.00	2826.52	2669.50	2621.60
Non-union	63	27	1100.67	4730.00	1400.01	3276.86	2166.67	2248.28
Male	68	-	1300.00	4730.00	1416.68	3333.00	2210.00	2375.21
Union	5	-	2424.50	2826.52	2574.00	2826.52	2743.00	2666.60
Non-union	63	-	1300.00	4730.00	1408.33	3450.00	2166.67	2352.09
Female	-	34	1100.67	2920.67	1349.83	2826.52	2235.00	2126.17
Union	-	7	2102.00	2920.67	2363.00	2826.52	2667.00	2589.46
Non-union	-	27	1100.67	2882.00	1349.83	2621.67	2166.67	2006.06
Industry Data								
Primary	3	3	2818.00	4730.00	2826.52	4730.00	2829.76	3460.67
Retail	5	3	2200.00	2756.00	2210.00	2621.67	2330.01	2409.92
Finance	12	6	1945.00	3722.00	2166.67	3294.00	2522.92	2680.81
Service	38	13	1100.67	4250.00	1333.35	3200.00	1542.00	1930.07
Public Admin.	4	2	2102.00	2920.67	2166.67	2743.00	2499.25	2488.47
Firm Size Data								
1 - 19	15	5	1433.00	4250.00	1433.00	3450.00	2017.50	2363.85
20 - 49	28	12	1100.67	3722.00	1333.35	2541.67	1533.34	1793.77
50 - 99	2	3	1875.00	2883.00	2199.99	2883.00	2310.00	2335.80
100 - 399	16	7	1945.00	3596.00	2210.00	3276.86	2756.00	2706.98
400 plus	7	7	2102.00	4730.00	2363.00	4730.00	2680.50	2916.94
Geographic Area Data								
Regina	35	13	1333.35	3596.00	1400.01	2920.67	2210.00	2158.07
Saskatoon	20	13	1433.00	4730.00	1525.00	3833.00	2575.00	2548.76
Major Urban	8	6	1100.67	3450.00	1300.00	3200.00	1987.25	1930.36
Rural	3	1	2160.00	2818.00	2160.00	2818.00	2333.34	2411.17

Branch Accountant - 1171-138

Administers branch bank accounting systems and related operational activities. Plans office work flow and prepares regular reports of bank's accounting activities. Makes periodic reviews of books to ensure accounting procedures conform to established standards.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	74	1649.98	3684.98	2083.92	2839.00	2083.92	2273.93
Non-union	12	74	1649.98	3684.98	2083.92	2839.00	2083.92	2273.93
Male	12	-	2083.92	3684.98	2083.92	3460.16	2125.30	2518.53
Female	-	74	1649.98	2939.00	2083.92	2839.00	2083.92	2234.27
Industry Data								
Finance	12	74	1649.98	3684.98	2083.92	2839.00	2083.92	2273.93
Firm Size Data								
20 - 49	3	-	2166.67	3460.16	2166.67	3460.16	3352.00	2992.94
Geographic Area Data								
Regina	3	7	2000.00	3460.16	2166.67	2555.00	2555.00	2551.18

Trust Officer- 1171-190 - 0

Administers private, corporate and probate trusts. Locates and prepares inventories and evaluates assets of probated accounts for beneficiaries, banks and courts. Invests trust funds, administers escrows, and acts as agent in securities trust transactions.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	3	6	2139.00	3250.00	2141.00	3250.00	2470.00	2605.06
Non-union	3	6	2139.00	3250.00	2141.00	3250.00	2470.00	2605.06
Female	-	6	2139.00	3250.00	2141.00	3250.00	2388.75	2592.92
Industry Data								
Finance	3	6	2139.00	3250.00	2141.00	3250.00	2470.00	2605.06

Credit Officer - 1171-210

Examines, evaluates and processes applications for credit or loans and authorizes or recommends their approval. May be responsible for the collection of outstanding payments.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	34	42	1252.00	4138.16	1679.00	2704.00	2506.99	2391.10
Non-union	17	31	1252.00	4138.16	1600.00	2718.99	2390.00	2245.62

Credit Officer (continued)

(Monthly Rates) Provincial Data

	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Male	34	-	1252.00	3100.00	1679.99	2704.00	2704.00	2442.14
Non-union	17	-	1252.00	3100.00	1627.04	2718.99	2390.00	2250.39
Female	-	42	1353.99	4138.16	1628.00	2704.00	2390.00	2349.79
Non-union	-	31	1353.99	4138.16	1600.00	2693.99	2246.00	2243.00
Industry Data								
Finance	34	42	1252.00	4138.16	1679.00	2704.00	2506.99	2391.10
Firm Size Data								
1 - 19	5	5	1558.18	4138.16	1600.00	3100.00	2109.38	2293.68
20 - 49	4	8	1252.00	2600.00	1578.00	2600.00	2177.00	2111.08
Geographic Area Data								
Regina	5	15	1959.00	3405.00	1959.00	2616.00	2390.00	2458.00
Rural	6	3	1252.00	3100.00	1600.00	2400.00	2108.00	2094.22

Underwriter - 1171-194

Reviews applications for insurance, evaluates risks involved and determines premiums, extent of coverage and other conditions to form insurance contract in accordance with company underwriting policies.

(Monthly Rates) Provincial Data

	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	2	23	1428.00	3070.00	1460.00	2822.99	1873.99	2026.92
Non-union	1	11	1428.00	3070.00	1428.00	2745.00	2055.50	2068.67
Female	-	23	1428.00	3070.00	1428.00	2745.00	1835.99	1960.78
Non-union	-	11	1428.00	3070.00	1428.00	2745.00	1798.00	2026.82
Industry Data								
Finance	2	23	1428.00	3070.00	1460.00	2822.99	1873.99	2026.92

Personnel Administrator - 1174-118

Provides personnel administrative services for commercial, industrial, government or other organizations. May be involved in all or specialize in one or more of the following functions; recruitment and selection, wage and salary administration, training, industrial relations and safety.

(Monthly Rates) Provincial Data

	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	60	73	1750.00	5050.50	2470.00	3613.00	3417.96	3203.90
Non-union	60	73	1750.00	5050.50	2470.00	3613.00	3417.96	3203.90
Male	60	-	2100.00	4833.00	3000.00	4120.00	3417.96	3454.72
Female	-	73	1750.00	5050.50	2084.00	3425.50	3100.00	2997.75

Personnel Administrator (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	5	6	2185.00	4120.00	2470.00	4120.00	3300.00	3207.73
Retail	1	2	1750.00	3397.33	1750.00	3397.33	2100.00	2415.78
Finance	1	4	2125.00	4376.67	2515.00	4376.67	2799.00	2942.50
Public Admin.	41	45	2470.00	5050.50	2813.00	3425.50	3417.96	3295.39
Firm Size Data								
100 - 399	3	8	2100.00	4203.00	2125.00	3397.33	2799.00	2855.39
400 plus	54	63	1750.00	5050.50	2495.00	3600.00	3417.96	3234.44
Geographic Area Data								
Regina	33	36	1750.00	5050.50	2084.00	3417.96	3417.96	3202.47
Saskatoon	15	17	2167.00	4833.00	2710.00	4376.67	3425.50	3394.22

Purchasing Officer or Buyer - 1175-118

Purchases machinery, equipment, raw materials, tools, parts, fabrics, accessories, office and other supplies for internal use, consumption or processing by governmental, industrial, business and other establishments.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	60	10	1350.00	4600.00	2113.00	3703.00	2864.79	2932.57
Union	5	2	2113.00	2957.00	2387.00	2743.00	2667.00	2600.00
Non-union	55	8	1350.00	4600.00	2099.50	3800.00	2907.67	2969.53
Male	60	-	1350.00	4600.00	2099.50	3800.00	2864.79	2950.09
Union	5	-	2387.00	2957.00	2590.00	2957.00	2743.00	2684.00
Non-union	55	-	1350.00	4600.00	2099.50	3850.00	2907.67	2974.28
Female	-	10	2113.00	3700.00	2392.00	3367.00	2803.67	2827.47
Non-union	-	8	2392.00	3700.00	2457.00	3367.00	2938.00	2936.83
Industry Data								
Primary	22	1	2590.84	4600.00	3142.00	4000.00	3470.00	3537.25
Mfg. & Process.	10	-	1350.00	4580.33	1900.00	3562.50	2825.00	2841.78
Wholesale	19	4	1650.00	2907.67	1850.00	2864.33	2561.00	2431.82
Public Admin.	6	1	2167.00	3703.00	2743.00	3367.00	2865.24	2984.03
Firm Size Data								
20 - 49	14	-	1650.00	4000.00	1700.00	4000.00	2700.00	2702.86
50 - 99	7	-	1350.00	4600.00	1900.00	3800.00	2700.00	2834.57
100 - 399	21	7	2392.00	4510.00	2457.00	3580.00	2886.00	2965.48
400 plus	16	3	2113.00	4580.33	2590.00	3580.00	3260.00	3149.48
Geographic Area Data								
Regina	6	2	2590.00	4580.33	2743.00	3562.50	2946.67	3139.40
Saskatoon	29	7	1350.00	3700.00	1950.00	3125.00	2604.34	2606.73
Major Urban	4	1	1900.00	3703.00	2625.00	3703.00	2800.00	2879.00
Minor Urban	9	-	2167.00	4510.00	3260.00	3580.00	3410.00	3406.89
Province-wide	8	-	2099.50	4600.00	2865.24	4000.00	3825.00	3567.47

Insurance Inspector - 1176-114

Inspects insured properties to evaluate the conditions affecting underwriting standards, and develops and promotes safety programs. Inspects buildings, vehicles and operations of commercial and industrial establishments to determine physical conditions or unsafe practices.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	3	7	1440.00	3350.00	2500.00	3137.01	2780.00	2698.20

Provincial Data

Professional and Technical Support

Chemical Technician - 2117-248-0

Carries out a limited number of technical functions in chemistry, primarily in relations to operation, maintenance and quality and process control activities.

(Hourly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	4	9.13	18.14	9.23	17.24	13.26	13.66
Male	7	-	10.82	18.14	10.82	17.24	13.26	13.91
				Industry Data				
Mfg. & Process.	7	4	9.13	18.14	9.23	17.24	13.26	13.66

Professional Architect - 2141-100

Designs buildings, develops plans, specifications and detailed drawings, arranges contracts and exercises general supervision over construction. Will be registered as a professional architect in the Province of Saskatchewan.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	15	-	2000.00	5381.00	2000.00	4119.00	3000.00	3296.00
Non-union	13	-	2000.00	4050.00	2000.00	4050.00	3000.00	3072.31
				Industry Data				
Service	11	-	2000.00	4000.00	2000.00	4000.00	3000.00	2894.55
				Firm Size Data				
1 - 19	11	-	2000.00	4000.00	2000.00	4000.00	3000.00	2894.55
400 plus	4	-	4050.00	5381.00	4050.00	5381.00	4084.50	4400.00
				Geographic Area Data				
Saskatoon	6	-	3840.00	5381.00	4000.00	4050.00	4025.00	4220.17
Major Urban	5	-	2000.00	2500.00	2000.00	2500.00	2000.00	2200.00

Junior Architect - 2141-120

Under the supervision of a professional architect designs buildings, develops plans, specifications and detailed drawings, arranges contracts and exercises general supervision over construction. Will be registered as an architect in training in the Province of Saskatchewan.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	4	-	1500.00	3385.00	1500.00	3385.00	3385.00	2913.75

City or Town Engineer - 2143-118

Provides professional engineering assistance on all city or town maintenance and construction projects. Prepares preliminary plans for projects. Inspects project during construction or reconstruction. Must be registered as a professional engineer in the Province of Saskatchewan.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	13	1	2513.00	6913.83	2600.00	6100.00	3974.67	4287.42
Non-union	13	1	2513.00	6913.83	2600.00	6100.00	3974.67	4287.42
Male	13	-	2513.00	6913.83	2600.00	6100.00	3917.33	4307.06
Industry Data								
Public Admin.	13	1	2513.00	6913.83	2600.00	6100.00	3974.67	4287.42
Firm Size Data								
1 - 19	4	-	2513.00	3399.80	2513.00	3399.80	2732.06	2844.23
100 - 399	4	-	3860.00	5868.00	3860.00	5868.00	4176.16	4520.08
Geographic Area Data								
Major Urban	3	-	3860.00	5868.00	3860.00	5868.00	4434.99	4721.00
Minor Urban	4	1	2600.00	4292.00	3318.10	4292.00	3917.33	3631.89
Rural	3	-	2513.00	3399.80	2513.00	3399.80	2864.12	2925.64

Assistant City or Town Engineer - 2143-120

Under supervision from the city or town engineer, provides engineering services on construction or maintenance projects. Must be registered as an engineer in training or a professional engineer in the Province of Saskatchewan.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	16	-	2163.00	5050.00	2916.00	4872.83	4682.17	4092.45
Non-union	16	-	2163.00	5050.00	2916.00	4872.83	4682.17	4092.45
Industry Data								
Public Admin.	16	-	2163.00	5050.00	2916.00	4872.83	4682.17	4092.45

Supervising Engineer - 2143-160

Supervises a group of professional engineers and junior engineers engaged in providing engineering services to a number of projects. Will be registered as a professional engineer in the Province of Saskatchewan.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	131	1	3450.00	7060.00	4000.00	5249.99	4463.00	4581.35
Non-union	131	1	3450.00	7060.00	4000.00	5249.99	4463.00	4581.35
Male	131	-	3450.00	7060.00	4037.00	5249.99	4463.00	4589.78

Supervising Engineer (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Industry Data				
Primary	15	-	4000.00	7060.00	4135.00	6250.00	5200.00	5238.67
Service	42	-	3450.00	5862.00	3750.00	5249.99	4600.00	4605.92
Public Admin.	23	1	3477.00	4872.83	3580.00	4682.17	4114.00	4229.30
				Firm Size Data				
20 - 49	16	-	3450.00	6000.00	4600.00	5200.00	4600.00	4763.97
100 - 399	33	-	3750.00	7060.00	3750.00	5905.00	4675.00	4781.54
400 plus	74	1	3477.00	6916.67	4092.00	4682.17	4463.00	4436.98
				Geographic Area Data				
Regina	61	-	3450.00	6916.67	4463.00	4682.17	4463.00	4536.17
Saskatoon	31	-	3575 00	5831.00	3750.00	5249.99	4600.00	4559.48
Rural	4	-	4000.00	5308.00	4000.00	5308.00	4067.50	4360.75
Province-wide	26	1	3477.00	6000.00	3612.00	5833.00	4114.00	4418.78

Professional Engineer - 2143-164

Works as project engineer with responsibility for providing all professional engineering services for that project. Will be registered as a professional engineer in the Province of Saskatchewan.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	199	11	2287.00	6222.67	3000.00	4551.00	3625.00	3694.73
Non-union	190	11	2287.00	5400.00	3000.00	4551.00	3625.00	3665.18
Male	199	-	2292.00	6222.67	3100.00	4551.00	3625.00	3752.49
Non-union	190	-	2292.00	5400.00	3068.00	4551.00	3625.00	3723.97
Female	-	11	2287.00	3570.00	2287.00	3484.00	2287.00	2649.82
Non-union	-	11	2287.00	3570.00	2287.00	3484.00	2287.00	2649.82
				Industry Data				
Primary	31	1	3000.00	4550.00	3068.00	4478.00	3650.00	3719.47
Mfg. & Process.	11	-	2600.00	5392.00	3550.00	5040.00	4158.33	4138.48
Service	53	2	2499.47	5400.00	2850.00	4635.00	3624.83	3689.02
Public Admin.	53	8	2287.00	6222.67	2287.00	4551.00	3570.00	3578.81
				Firm Size Data				
1 - 19	9	-	2784.93	3450.00	3000.00	3450.00	3200.00	3200.55
20 - 49	27	1	2499.47	5400.00	3166.80	4820.00	4275.00	4040.61
100 - 399	52	1	3000.00	5392.00	3068.00	4551.00	3624.83	3782.66
400 plus	99	8	2287.00	6222.67	3207.00	4121.00	3625.00	3607.84
				Geographic Area Data				
Regina	79	1	2499.47	6222.67	3250.00	4585.00	3625.00	3799.55
Saskatoon	53	1	2600.00	5381.00	3100.00	4735.00	3570.00	3812.01
Rural	7	-	3192.00	5392.00	3375.00	3800.00	3800.00	3879.86
Province-wide	36	8	2287.00	4550.00	2287.00	4250.00	3453.50	3301.11

Junior Engineer - 2143-168

Works directly under the supervision of a professional engineer to receive experience as a project engineer. Will be registered in Saskatchewan as an engineer in training.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	44	5	2150.00	4200.00	2400.00	2962.00	2750.00	2709.96
Non-union	43	4	2150.00	4200.00	2400.00	2962.00	2750.00	2715.01
Male	44	-	2150.00	4200.00	2400.00	2962.00	2800.00	2730.61
Non-union	43	-	2150.00	4200.00	2400.00	2962.00	2800.00	2733.85
Female	-	5	2400.00	2750.00	2400.00	2750.00	2500.00	2528.27
Non-union	-	4	2400.00	2750.00	2400.00	2750.00	2450.00	2512.50
Industry Data								
Primary	19	2	2400.00	3025.00	2500.00	2917.00	2825.00	2742.95
Mfg. & Process.	3	-	2300.00	4200.00	2300.00	4200.00	2400.00	2966.67
Service	13	1	2150.00	2900.00	2275.00	2832.27	2450.00	2520.97
Firm Size Data								
20 - 49	12	1	2150.00	2900.00	2300.00	2832.27	2400.00	2526.12
100 - 399	10	2	2275.00	4200.00	2400.00	2917.00	2525.00	2701.33
400 plus	21	2	2591.33	3025.00	2700.00	2962.00	2845.00	2835.99
Geographic Area Data								
Regina	13	1	2150.00	2962.00	2500.00	2962.00	2832.27	2752.30
Saskatoon	12	2	2275.00	2800.00	2300.00	2800.00	2487.00	2553.50

Land Surveyor - 2161-114

Surveys and oversees engineering parties engaged in determining the exact location and measurement of points, elevations, lines, areas and contours of the earth's surface to secure data used for construction, map making, land evaluation and other purposes. Must be certified as a Saskatchewan Land Surveyor.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	21	1	2250.00	5406.96	2448.73	3666.65	3340.00	3356.48
Non-union	19	1	2250.00	5406.96	2990.00	3666.65	3340.00	3447.25
Male	21	-	2448.73	5406.96	2990.00	3666.65	3340.00	3409.17
Non-union	19	-	2990.00	5406.96	2990.00	3666.65	3340.00	3510.27
Industry Data								
Service	17	-	2990.00	5406.96	2990.00	3666.65	3340.00	3508.06
Firm Size Data								
100 - 399	4	1	2250.00	3666.65	3392.00	3666.65	3666.00	3328.26

Instrumentman/woman- 2161-118

Obtains data pertaining to angles, deviations, points and contours used for construction, map making, mining or other purposes using alidade, transit, level and other surveying instruments.

(Monthly Rates)

	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	41	1	1410.66	2963.43	1689.68	2884.00	2200.00	2178.18
Union	24	1	1988.00	2963.43	1988.00	2963.43	2285.00	2398.90
Non-union	17	-	1410.66	2700.00	1525.04	2390.00	1698.34	1853.61
Male	41	-	1410.66	2963.43	1689.68	2884.00	2194.00	2172.90
Union	24	-	1988.00	2963.43	1988.00	2963.43	2285.00	2399.06
	Industry Data							
Primary	7	1	2351.68	2963.43	2395.01	2963.43	2873.32	2761.10
Service	16	-	1410.66	2700.00	1525.04	2166.25	1698.34	1819.21
Public Admin.	17	-	1988.00	2592.57	1988.00	2285.00	2206.00	2200.21
	Firm Size Data							
1 - 19	9	-	1410.66	2700.00	1682.74	2390.00	1750.00	1899.74
100 - 399	10	1	2206.00	2963.43	2206.00	2963.43	2705.21	2627.71
400 plus	15	-	1988.00	2884.00	1988.00	2592.57	2242.00	2231.44
	Geographic Area Data							
Regina	9	-	1410.66	2884.00	1682.74	2700.00	1750.00	1997.96
Saskatoon	18	-	1525.04	2705.21	1698.34	2285.00	2194.00	2062.31
Major Urban	4	-	2206.00	2592.57	2206.00	2592.57	2305.00	2352.14

Survey Helper- 2161-122

Helps surveyor as a member of crews surveying land areas by cutting, marking, tagging and driving stakes into the ground to indicate grave settings, markers, or boundaries. Holds level rod, stadia board or range pole in vertical position at point indicated by surveyor to determine elevation. Performs inside work preparing equipment, making rough drawings, posting and indexing field books and maintaining files.

(Hourly Rates)

	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	20	-	6.00	12.77	6.92	11.89	8.00	8.65
Union	5	-	10.81	12.77	11.29	12.77	11.89	11.91
Non-union	15	-	6.00	9.06	6.92	8.24	7.79	7.56
	Industry Data							
Service	15	-	6.00	9.06	6.92	8.24	7.79	7.56
Public Admin.	3	-	10.81	11.89	10.81	11.89	11.29	11.33
	Geographic Area Data							
Regina	9	-	6.00	9.06	6.75	8.24	7.79	7.60

Draftsman/woman, Junior - 2163-110-2

Under supervision, prepares general assembly and drawings from sketches, specifications, notes and discussion with designers for manufacturing, construction and other projects. Duties of average difficulty.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	47	11	1126.67	2875.00	1400.00	2424.50	1860.00	1896.43
Union	19	3	1834.00	2424.50	1834.00	2424.50	2097.40	2098.83
Non-union	28	8	1126.67	2875.00	1300.00	2270.00	1699.17	1772.75
Male	47	-	1126.67	2875.00	1500.00	2424.50	1860.00	1920.33
Union	19	-	1834.00	2424.50	1860.00	2424.50	2032.16	2092.26
Non-union	28	-	1126.67	2875.00	1300.00	2402.18	1752.50	1803.67
Female	-	11	1300.00	2424.50	1400.00	2270.00	1746.88	1794.31
Union	-	3	1834.00	2424.50	1834.00	2424.50	2162.68	2140.39
Non-union	-	8	1300.00	2270.00	1400.00	1850.00	1668.33	1664.53
Industry Data								
Primary	5	2	1746.88	2875.00	2270.00	2875.00	2412.34	2495.22
Mfg. & Process.	3	-	1126.67	2086.00	1126.67	2086.00	1666.17	1626.28
Service	22	5	1150.00	2402.18	1300.00	1958.34	1668.33	1662.43
Public Admin.	8	2	2032.16	2424.50	2162.64	2424.50	2223.18	2266.45
Firm Size Data								
1 - 19	8	3	1126.67	1850.00	1150.00	1730.00	1400.00	1427.88
20 - 49	3	3	1350.00	2270.00	1412.67	1800.00	1706.53	1707.62
400 plus	18	3	1834.00	2424.50	1834.00	2424.50	2032.16	2095.79
Geographic Area Data								
Regina	22	3	1300.00	2424.50	1350.00	2424.50	1860.00	1901.48
Saskatoon	17	6	1400.00	2402.18	1500.00	1958.34	1775.00	1763.05

Draftsman/woman, Intermediate - 2163-110-3

Prepares general assembly and drawings from sketches, specifications, notes and discussion with designers for manufacturing, construction and other projects. Duties of more than average difficulty checked by others but may supervise junior draftsmen/women.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	90	41	1225.00	3335.00	1875.00	2599.00	2430.00	2359.33
Union	54	33	1760.19	3109.17	2195.00	2561.00	2430.00	2431.64
Non-union	36	8	1225.00	3335.00	1650.00	2800.00	2262.50	2216.36
Male	90	-	1300.00	3335.00	1930.00	2633.32	2418.00	2346.60
Union	54	-	1930.00	3109.17	2179.32	2599.00	2428.00	2396.52
Non-union	36	-	1300.00	3335.00	1750.00	2643.33	2287.50	2271.71
Female	-	41	1225.00	2800.00	1760.19	2561.00	2561.00	2387.28
Union	-	33	1760.19	2561.00	2428.00	2561.00	2561.00	2489.10
Non-union	-	8	1225.00	2800.00	1603.34	2450.00	1780.00	1967.29

Draftsman/woman, Intermediate (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	4	1	2365.00	3335.00	2507.65	3335.00	2800.00	2834.93
Mfg. & Process.	11	2	1300.00	2833.00	1550.00	2500.00	2304.89	2186.31
Trans., Comm. & Util.	22	1	2045.00	2643.33	2430.00	2599.00	2430.00	2426.67
Service	20	6	1225.00	2900.00	1650.00	2500.01	2212.50	2124.74
Public Admin.	27	30	1930.00	3109.17	2312.35	2561.00	2561.00	2471.94
Firm Size Data								
1 - 19	8	4	1225.00	2900.00	1650.00	2450.00	1825.00	1989.99
20 - 49	13	2	1300.00	2833.00	1603.34	2500.00	2275.00	2187.76
50 - 99	5	1	1816.18	2365.00	1853.00	2100.00	1892.50	1986.53
100 - 399	15	3	1760.19	3335.00	1930.00	2800.00	2369.16	2396.49
400 plus	49	31	2045.00	3109.17	2312.35	2561.00	2430.00	2466.50
Geographic Area Data								
Regina	37	3	1603.34	3109.17	1900.00	2743.00	2430.00	2338.58
Saskatoon	28	11	1225.00	2900.00	1760.19	2500.01	2388.00	2240.29
Major Urban	9	-	1750.00	2643.33	1875.00	2418.00	2206.00	2171.81
Rural	7	-	2365.00	3167.00	2500.00	2507.65	2500.00	2577.09
Province-wide	7	26	1910.00	2561.00	2312.35	2561.00	2561.00	2488.84

Draftsman/woman, Senior - 2163-110-4

Prepares general assembly and drawings from sketches, specifications, notes and discussion with designers for manufacturing, construction and other projects. Duties of complex nature, writes specifications; may be under general direction.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	104	8	1600.00	3840.00	2194.92	3125.00	2642.37	2706.30
Union	45	6	1930.56	2975.56	2571.00	2778.00	2640.73	2647.75
Non-union	59	2	1600.00	3840.00	2065.00	3250.00	2880.00	2755.25
Male	104	-	1600.00	3840.00	2194.92	3130.00	2640.73	2712.06
Union	45	-	2194.92	2975.56	2587.00	2778.00	2640.73	2654.99
Non-union	59	-	1600.00	3840.00	2065.00	3250.00	2881.00	2755.58
Female	-	8	1930.56	2888.00	2593.00	2790.67	2739.00	2631.40
Union	-	6	1930.56	2888.00	2593.00	2778.00	2685.50	2593.43
Industry Data								
Primary	13	1	2700.00	3583.00	2708.68	3250.00	2765.87	2946.96
Mfg. & Process.	17	1	1600.00	3466.66	2383.33	3058.00	2587.00	2629.31
Service	40	-	1600.00	3840.00	2065.00	3208.34	2845.47	2730.79
Public Admin.	25	3	1930.56	2664.00	2482.00	2640.73	2640.73	2581.03
Firm Size Data								
1 - 19	19	-	1600.00	3840.00	1825.00	3058.00	2500.00	2532.31
20 - 49	17	1	1600.00	3330.00	2100.00	3125.00	2606.43	2636.88
50 - 99	13	-	2325.00	3466.66	2400.00	3250.00	2942.00	2916.82
100 - 399	18	4	1930.56	3739.99	2495.00	3466.67	2778.00	2849.71
400 plus	37	3	2194.92	3110.00	2593.00	2800.00	2640.73	2672.88

Draftsman/woman, Senior (continued)

(Monthly Rates)

	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	33	-	2100.00	3330.00	2300.00	2942.00	2640.73	2636.56
Saskatoon	40	6	1750.00	3840.00	2495.00	3125.00	2778.00	2791.21
Major Urban	7	-	1600.00	3466.66	1825.00	2664.00	2482.00	2391.91
Minor Urban	9	1	1600.00	2765.87	1930.56	2765.87	2765.87	2502.58
Rural	3	-	2383.33	3583.00	2383.33	3583.00	2975.56	2980.63
Province-wide	12	1	2325.00	3250.00	2400.00	3225.00	2880.00	2845.55

Estimator, Building Supplies - 2165-114

Appraises customer's building construction, maintenance or repair requirements in terms of amount of certain products he or she will require in order to complete project.

(Monthly Rates)

	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	-	1600.00	4240.00	1820.00	4240.00	2187.50	2504.33
Non-union	12	-	1600.00	4240.00	1820.00	4240.00	2187.50	2504.33
	Industry Data							
Wholesale	9	-	1600.00	2525.00	1820.00	2300.00	2002.00	2063.56
	Firm Size Data							
20 - 49	9	-	1600.00	2525.00	1820.00	2300.00	2002.00	2063.56
	Geographic Area Data							
Saskatoon	12	-	1600.00	4240.00	1820.00	4240.00	2187.50	2504.33

Engineering Technician/Technologist - 2165-122

Performs a variety of technical and/or technological functions in an engineering specialization primarily in relation to installation, operation and maintenance, quality control and production activities using a knowledge of specific engineering, scientific, mathematical and drafting design principles and techniques.

(Monthly Rates)

	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	204	12	1225.00	4594.50	2190.00	3379.00	2458.59	2696.23
Union	117	1	1973.77	3379.00	2344.00	3158.00	2431.00	2637.46
Non-union	87	11	1225.00	4594.50	1854.00	3706.00	2655.50	2766.99
Male	204	-	1560.00	4594.50	2249.03	3379.00	2487.50	2724.94
Union	117	-	1973.77	3379.00	2344.00	3158.00	2431.00	2639.30
Non-union	87	-	1560.00	4594.50	1900.00	3875.00	2752.00	2840.11
Female	-	12	1225.00	3374.00	1385.00	2758.00	2258.33	2208.14
Non-union	-	11	1225.00	3374.00	1385.00	2758.00	2166.66	2188.67

Engineering Technician/Technologist (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Industry Data				
Primary	18	1	2270.23	4040.00	2765.87	4040.00	3374.00	3290.61
Mfg. & Process.	12	-	1660.00	4594.50	1725.00	4592.50	2424.17	2932.92
Service	44	7	1225.00	3900.00	1750.00	3575.00	2458.00	2482.34
Public Admin.	107	2	1743.00	3455.00	2344.00	2918.50	2431.00	2536.55
				Firm Size Data				
1 - 19	20	1	1225.00	3575.00	1750.00	2896.00	2475.00	2360.29
20 - 49	20	3	1560.00	3210.00	1682.00	2918.00	2364.00	2339.79
100 - 399	33	2	1743.00	4040.00	2379.00	4040.00	3049.00	3040.37
400 plus	115	3	1973.77	3623.00	2344.00	3379.00	2431.00	2645.67
				Geographic Area Data				
Regina	59	4	1560.00	3379.00	2080.00	3158.00	2700.00	2670.04
Saskatoon	32	4	1225.00	3623.00	1750.00	3379.00	2587.50	2563.02
Major Urban	10	-	1973.77	4594.50	1973.77	4592.50	2581.00	3101.79
Minor Urban	20	1	2379.00	4040.00	2600.00	4040.00	3374.00	3183.41
Rural	6	-	2253.00	3375.00	2270.23	3192.00	2898.00	2814.37
Province-wide	77	3	1385.00	3900.00	2344.00	3379.00	2431.00	2589.35

Electronic Engineering Technician - 2165-230-0

Performs technical functions in various aspects of electronic engineering, primarily a support of installation, operation, maintenance, production and quality control.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	14	4	1855.00	3791.67	1910.00	3791.67	2907.97	2780.91
Male	14	-	1910.00	3791.67	2036.00	3791.67	2907.97	2887.12
				Industry Data				
Mfg. & Process.	14	4	1855.00	3791.67	1910.00	3791.67	2907.97	2780.91

Systems Analyst, Junior - 2183-012-2

Under direct supervision concerning most duties, formulates logical statements of business or scientific and/or engineering problems and devises procedures for solutions of these problems through the use of electronic data processing systems.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	25	20	1700.00	3470.48	1778.00	3286.83	2302.00	2483.76
Union	7	5	2285.83	3470.48	2340.00	3451.50	3219.71	3136.24
Non-union	18	15	1700.00	3011.67	1778.00	2665.00	2199.00	2246.49
Male	25	-	2075.00	3451.50	2150.00	3152.59	2340.00	2547.64
Union	7	-	2285.83	3451.50	2340.00	3451.50	3152.59	2998.09
Non-union	18	-	2075.00	3011.67	2100.00	2683.33	2232.50	2372.46
Female	-	20	1700.00	3470.48	1778.00	3286.83	2191.50	2403.91
Non-union	-	15	1700.00	2625.00	1778.00	2625.00	2117.00	2095.33

Systems Analyst, Junior (continued)

(Monthly Rates) **Industry Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	13	4	1700.00	3011.67	2075.00	2683.33	2231.00	2351.43
Finance	3	10	1750.00	2611.00	1778.00	2234.00	2140.00	2052.92
Public Admin.	7	5	2285.83	3470.48	2340.00	3451.50	3219.71	3136.24
Firm Size Data								
400 plus	11	8	2285.83	3470.48	2340.00	3451.50	3152.59	2958.96
Geographic Area Data								
Regina	11	14	1778.00	3451.50	1778.00	3451.50	2234.00	2484.21

Systems Analyst, Senior - 2183-012-4

Under general direction, formulates logical statements of business or scientific and/or engineering problems and devises procedures for solutions of these problems through the use of electronic data processing systems. Duties of more advanced and complex nature; may give guidance to junior analysts.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	47	32	1429.73	4235.00	2640.00	3861.00	3011.00	3090.85
Union	13	16	2666.00	4125.07	2825.00	3917.33	3140.00	3330.54
Non-union	34	16	1429.73	4235.00	2640.00	3708.33	2852.00	2951.83
Male	47	-	1429.73	4235.00	2640.00	3917.33	3011.00	3144.90
Union	13	-	2666.00	4125.07	2825.00	4125.07	3525.00	3485.24
Non-union	34	-	1429.73	4235.00	2640.00	3750.00	2877.00	3014.77
Female	-	32	2163.42	4167.00	2640.00	3525.00	3008.50	3011.47
Union	-	16	2775.00	3720.51	3140.00	3525.00	3140.00	3204.84
Non-union	-	16	2163.42	4167.00	2640.00	2877.00	2653.50	2818.09
Industry Data								
Primary	5	-	3083.00	4120.00	3083.00	4120.00	3160.00	3429.20
Mfg. & Process.	11	6	2163.42	4235.00	2760.00	3750.00	2872.00	3133.65
Public Admin.	11	15	2666.00	4125.07	3011.00	3917.33	3140.00	3379.83
Firm Size Data								
20 - 49	6	6	2543.67	4167.00	2667.00	3700.00	2852.00	3033.72
50 - 99	7	-	2760.00	4235.00	3075.00	3750.00	3160.00	3324.00
100 - 399	13	9	2163.42	3083.00	2640.00	3078.00	2640.00	2694.52
400 plus	20	17	2666.00	4125.07	2877.00	3917.33	3140.00	3345.82
Geographic Area Data								
Regina	29	9	1429.73	4235.00	2640.00	3861.00	2877.00	3001.35
Saskatoon	11	12	2163.42	4167.00	2667.00	4125.07	3078.00	3233.08
Province-wide	5	11	2666.00	3700.00	2887.00	3140.00	3140.00	3099.94

Programmer, Junior - 2183-020-2

Under direct supervision, writes programs in computer process language to solve engineering or scientific problems and/or provide required data for management and resolve business problems. Assists in review, analysis and preparation of computer systems specifications; codes program instructions.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	31	13	1945.00	3848.00	2029.65	2918.50	2348.00	2426.44
Union	25	9	2010.00	2918.50	2084.00	2918.50	2348.00	2427.49
Non-union	6	4	1945.00	3848.00	1950.00	3224.00	2158.34	2422.85
Male	31	-	1945.00	3848.00	2084.00	2918.50	2348.00	2437.09
Union	25	-	2010.00	2918.50	2084.00	2918.50	2348.00	2426.45
Non-union	6	-	1945.00	3848.00	2150.00	2415.83	2264.84	2481.42
Female	-	13	1950.00	3224.00	2010.00	2918.50	2348.00	2401.04
Union	-	9	2010.00	2918.50	2084.00	2665.00	2508.00	2430.39
Non-union	-	4	1950.00	3224.00	1950.00	3224.00	2083.00	2335.00
				Industry Data				
Public Admin.	7	2	2029.65	2918.50	2524.17	2918.50	2918.50	2747.76
				Firm Size Data				
400 plus	20	7	2010.00	3848.00	2084.00	2918.50	2415.83	2486.46
				Geographic Area Data				
Saskatoon	18	10	1945.00	3848.00	2084.00	2665.00	2348.00	2396.34

Programmer, Senior - 2183-020-4

Under general direction, writes programs in computer process language to solve engineering or scientific problems and/or provide required data for management and resolve business problems. Develops and prepares machine logic flow charts; may give direction or guidance to juniors.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	49	28	1220.00	4912.00	2226.00	3470.48	2909.00	2860.80
Union	36	14	2434.00	3778.00	2434.00	3470.48	3004.00	2949.49
Non-union	13	14	1220.00	4912.00	2076.00	4120.00	2333.33	2696.55
Male	49	-	1926.00	4912.00	2333.33	3470.48	3047.24	2978.70
Union	36	-	2434.00	3778.00	2434.00	3470.48	3066.00	2984.96
Non-union	13	-	1926.00	4912.00	2208.33	4365.83	2495.00	2961.37
Female	-	28	1220.00	4632.33	2096.00	3152.59	2667.00	2654.46
Union	-	14	2434.00	3173.00	2434.00	3152.59	2963.71	2858.29
Non-union	-	14	1220.00	4632.33	1525.00	3180.00	2333.33	2450.64
				Industry Data				
Primary	1	2	3000.00	4120.00	3000.00	4120.00	3180.00	3433.33
Mfg. & Process.	7	3	2208.33	4912.00	2249.00	4632.33	2423.33	3145.58
Service	2	2	1220.00	2495.00	1220.00	2495.00	2185.50	2021.50
Public Admin.	18	6	2196.00	3470.48	2822.00	3470.48	3066.00	3087.20

Programmer, Senior (continued)

(Monthly Rates) **Firm Size Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	1	3	1220.00	3000.00	1220.00	3000.00	2295.50	2202.75
100 - 399	9	11	1525.00	3575.00	2196.00	3180.00	2796.00	2721.50
400 plus	37	13	2208.33	4632.33	2434.00	3470.48	2963.71	2962.53

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	20	7	1220.00	3778.00	2096.00	3470.48	3152.59	2896.16
Saskatoon	28	16	2101.00	4912.00	2404.00	3299.00	2717.00	2863.28

Psychologist - 2315-110

Graduates of a Master's or Ph.d. program in psychology.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	15	22	2666.00	4812.54	2887.00	4601.12	3601.17	3697.36

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Health & Educ.	5	8	3393.00	4812.54	3601.17	4601.12	4062.50	4083.03

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
400 plus	14	22	2666.00	4812.54	2887.00	4601.12	3601.17	3705.82

Community Planner - 2319-130

Develops program plans for controlled utilization of land and physical facilities of rural and urban areas.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	8	-	2063.00	5540.00	2160.00	5288.83	3029.40	3526.58
Non-union	8	-	2063.00	5540.00	2160.00	5288.83	3029.40	3526.58

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Public Admin.	8	-	2063.00	5540.00	2160.00	5288.83	3029.40	3526.58

Social Worker - 2331-126

Counsels and aids individuals and families to understand and resolve their personal and social problems. Will have a degree in social work.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	42	155	2115.34	3697.00	2243.00	3101.10	2667.00	2628.89
Union	41	150	2115.34	3697.00	2229.00	3112.43	2667.00	2628.64
Non-union	1	5	2331.88	3020.62	2405.00	2873.00	2594.84	2636.70
Male	42	-	2229.00	3697.00	2229.00	3209.38	2487.00	2571.44

Social Worker (continued)

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
Female	-	155	2115.34	3697.00	2310.00	3101.10	2684.00	2644.46
Union	-	150	2115.34	3697.00	2310.00	3101.10	2684.00	2643.17
Non-union	-	5	2331.88	3020.62	2471.26	3020.62	2718.42	2683.04
All Employees (Part-time)	-	34	13.50	20.17	13.78	17.37	15.56	15.75
Union	-	32	13.78	20.17	13.78	17.37	15.56	15.81
				Industry Data				
Health & Educ.	11	43	2115.34	3697.00	2405.00	3495.46	2697.26	2896.34
(Part-time)	-	16	13.50	20.17	15.08	18.45	15.84	16.24
				Firm Size Data				
100 - 399	2	7	2181.00	3697.00	2405.00	3697.00	2873.00	2881.81
400 plus (Part-time)	-	32	13.78	20.17	13.78	17.37	15.56	15.81
				Geographic Area Data				
Regina	4	11	2115.34	3697.00	2433.70	3697.00	2676.10	2798.77
Saskatoon (Part-time)	-	11	13.50	20.17	14.42	20.17	15.24	16.39
Major Urban	-	8	2331.88	3112.43	2372.50	3020.62	2700.54	2697.85

Recreation Director - 2333-110

On behalf of a city, town or other government or private organization, plans, organizes and promotes physical, social, recreational and educational activities. Assigns duties to and supervises and co-ordinates the work of recreation workers and other staff.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	24	6	1500.00	5540.00	1796.00	3666.00	2551.26	2666.36
Non-union	24	5	1500.00	5540.00	1808.00	3666.00	2569.66	2696.37
Male	24	-	1716.00	5540.00	1875.00	3666.00	2678.00	2783.86
Non-union	24	-	1716.00	5540.00	1875.00	3666.00	2678.00	2783.86
Female	-	6	1500.00	3917.33	1673.75	2391.00	1848.00	2196.35
Non-union	-	5	1500.00	3917.33	1673.75	3917.33	1900.00	2276.42
				Industry Data				
Public Admin.	24	6	1500.00	5540.00	1796.00	3666.00	2551.26	2666.36
				Firm Size Data				
1 - 19	6	4	1500.00	2800.00	1673.75	2289.00	1841.50	1940.74
20 - 49	6	1	2158.00	2766.40	2337.00	2569.66	2391.00	2448.32
100 - 399	5	-	2806.00	3666.00	3148.00	3666.00	3336.00	3266.20
				Geographic Area Data				
Major Urban	3	-	3148.00	3375.00	3148.00	3375.00	3336.00	3286.33
Minor Urban	12	-	2225.00	3666.00	2383.33	2918.00	2722.20	2733.69
Rural	7	5	1500.00	2391.00	1673.75	2337.00	1887.50	1957.79

Social Service Worker - 2333-118

Provides services to individuals or families in support of and under direction of professional social workers.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Female	-	36	1797.00	2330.27	1919.00	2182.00	2040.00	2034.59
All Employees (Part-time)	4	18	6.00	14.29	8.00	14.29	12.83	11.77
Male	4	-	6.00	12.35	6.00	12.35	8.92	9.05
				Industry Data				
Health & Educ.	7	11	1797.00	2452.00	1900.00	2182.00	1900.00	2004.35
(Part-time)	3	4	6.00	13.14	6.00	9.84	8.00	8.55
				Firm Size Data				
100 - 399	1	6	1797.00	2452.00	2040.00	2330.27	2040.00	2105.61

Recreation Worker - 2333-122

Conducts activities of different age groups in a variety of settings such as community centres, playgrounds, day camps or indoor centres. Organizes, conducts and promotes interest in such activities as arts and crafts, sports, games, music, dramatics, social pastimes, camping, hobbies, current events, discussion groups and community surveys.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	22	8	1161.11	2508.00	1500.00	2422.33	1930.56	1964.88
Union	18	6	1161.11	2459.00	1625.55	2422.33	1930.56	1955.75
Non-union	4	2	1499.98	2508.00	1500.00	2395.00	2052.70	2001.40
Male	22	-	1488.65	2508.00	1625.55	2422.33	1830.05	1915.11
Union	18	-	1488.65	2422.33	1625.55	2387.00	1729.53	1889.94
Non-union	4	-	1499.98	2508.00	1499.98	2508.00	2052.70	2028.35
Female	-	8	1161.11	2459.00	1500.00	2422.33	2363.17	2101.76
Union	-	6	1161.11	2459.00	2123.00	2422.33	2376.83	2153.18
				Industry Data				
Public Admin.	22	8	1161.11	2508.00	1500.00	2422.33	1930.56	1964.88
				Firm Size Data				
20 - 49	5	-	1488.65	2021.07	1499.98	2021.07	1625.55	1652.16
100 - 399	4	2	1500.00	2508.00	2084.33	2395.00	2271.00	2171.56
				Geographic Area Data				
Major Urban	3	1	2155.00	2508.00	2155.00	2508.00	2391.00	2361.25
Minor Urban	14	2	1161.11	2232.00	1500.00	2021.07	1729.53	1759.94

Lawyer - 2343-110

Prepares and pleads cases in courts of justice before judicial and quasi-judicial tribunals, administrative boards and agencies of government. Draws up legal documents, advises clients or, in the case of a corporate lawyer, his/her employer and practices other aspects of law.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	145	56	1500.00	9999.00	2000.00	5168.00	3704.00	3716.09
Non-union	145	56	1500.00	9999.00	2000.00	5168.00	3704.00	3716.09
Male	145	-	1500.00	9999.00	2250.00	5050.50	3704.00	3736.78
Female	-	56	1500.00	7000.00	2000.00	5198.00	3644.00	3662.52
Industry Data								
Service	114	35	1500.00	9999.00	2000.00	5025.00	3168.00	3516.51
Public Admin.	31	21	3076.00	5447.52	3471.00	5198.00	4249.67	4287.97
Firm Size Data								
1 - 19	34	9	1600.00	9999.00	1800.00	5168.00	2500.00	3286.28
20 - 49	16	7	2000.00	5187.00	2000.00	4000.00	2875.00	2853.09
400 plus	30	21	3076.00	5447.52	3471.00	5198.00	4205.00	4280.58
Geographic Area Data								
Regina	20	7	1850.00	9999.00	2300.00	5187.00	3200.00	3844.57
Saskatoon	44	15	1500.00	7000.00	1960.00	5025.00	2650.00	3056.91
Major Urban	7	3	1600.00	5168.00	2000.00	5168.00	2325.00	3134.40
Minor Urban	6	3	1800.00	3000.00	2000.00	2500.00	2500.00	2422.22
Rural	2	1	1750.00	3125.00	1750.00	3125.00	2000.00	2291.67

Law Clerk - 2349-114

Examines legal data for preparation of briefs or agreements based on statutory law or decisions. Prepares rough drafts of briefs. Keeps document file and correspondence on cases.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	10	35	1000.00	2920.00	1350.00	2344.00	2276.00	2011.02
Non-union	8	15	1000.00	2920.00	1334.00	2276.00	1576.00	1715.83
Male	10	-	1000.00	2344.00	1300.00	2344.00	1342.00	1524.00
Non-union	8	-	1000.00	1500.00	1300.00	1400.00	1334.00	1319.00
Female	-	35	1350.00	2920.00	1576.00	2344.00	2344.00	2150.17
Non-union	-	15	1350.00	2920.00	1500.00	2288.00	1900.00	1927.47
Industry Data								
Service	10	35	1000.00	2920.00	1350.00	2344.00	2276.00	2011.02
Firm Size Data								
1 - 19	2	4	1000.00	2344.00	1350.00	2288.00	1675.00	1722.00
20 - 49	3	4	1300.00	2920.00	1350.00	1900.00	1500.00	1688.57
Geographic Area Data								
Regina	3	4	1350.00	2920.00	1350.00	1900.00	1500.00	1702.86
Saskatoon	5	10	1000.00	2288.00	1334.00	2276.00	1900.00	1746.27

Librarian - 2351-114

Develops, organizes and maintains a collection of library materials and provides related advisory services for clientele. Must have had professional training in Library Science at either the B.L.S. or M.L.S. level.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	36	86	1302.00	6083.00	1659.00	3907.00	2964.00	2965.96
Union	30	64	1313.30	6083.00	2160.92	3891.26	2969.00	3104.48
Non-union	6	22	1302.00	5734.00	1302.00	3964.00	2201.00	2500.93
Male	36	-	2025.00	6083.00	2388.00	4702.00	3472.38	3468.23
Union	30	-	2160.92	6083.00	2388.00	4702.00	3472.38	3458.70
Non-union	6	-	2025.00	5734.00	2413.00	4032.00	3445.59	3515.86
Female	-	86	1302.00	6014.50	1444.00	3883.00	2680.50	2755.70
Union	-	64	1313.30	6014.50	2160.92	3883.00	2927.50	2938.43
Non-union	-	22	1302.00	4015.00	1302.00	3907.00	1819.50	2224.13
All Employees (Part-time)	-	4	9.06	12.34	9.06	12.34	9.07	9.88
Industry Data								
Health & Educ.	36	84	1302.00	6083.00	1687.00	3891.26	2964.00	2968.60
(Part-time)	-	4	9.06	12.34	9.06	12.34	9.07	9.88
Firm Size Data								
20 - 49	3	7	1600.00	4032.00	1659.00	3718.00	2787.34	2786.43
50 - 99	-	14	1302.00	4015.00	1302.00	2406.00	1394.50	1732.56
100 - 399	13	45	1313.30	6014.50	2160.92	3750.00	2762.17	2865.72

Library Assistant - 2353-134

Assists in developing, organizing and maintaining a collection of library material by using a specialized knowledge of library systems and methods.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	30	260	970.00	3809.00	1323.52	2160.92	1674.00	1735.95
Union	28	236	970.00	2626.58	1452.00	2230.00	1693.34	1764.77
Non-union	2	24	1000.00	3809.00	1136.00	1674.00	1264.50	1443.36
Male	30	-	1000.00	2318.00	1452.00	2230.00	1817.04	1830.24
Union	28	-	1452.00	2318.00	1525.00	2230.00	1880.54	1875.98
Female	-	260	970.00	3809.00	1323.52	2160.92	1674.00	1725.07
Union	-	236	970.00	2626.58	1452.00	2160.92	1677.00	1751.58
Non-union	-	24	1074.00	3809.00	1136.00	1813.00	1264.50	1464.47
All Employees (Part-time)	7	90	4.50	18.23	4.50	12.95	9.42	9.28
Union	1	61	8.26	18.23	8.36	13.52	10.59	11.11
Non-union	6	29	4.50	12.00	4.50	9.01	4.50	6.03
Female	-	90	4.50	18.23	4.50	12.95	10.03	9.59
Union	-	61	8.26	18.23	8.36	13.52	10.59	11.13
Non-union	-	29	4.50	12.00	4.50	9.01	5.60	6.34
Industry Data								
Health & Educ.	30	255	970.00	2626.58	1323.52	2160.92	1674.00	1736.30
(Part-time)	7	87	4.50	18.23	4.50	12.95	10.03	9.30

Library Assistant (continued)

(Monthly Rates)

rm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	7	1200.00	1813.00	1200.00	1674.00	1513.00	1500.91
(Part-time)	-	5	4.83	12.00	7.35	12.00	8.58	8.81
20 - 49	-	26	970.00	1928.88	996.51	1540.00	1226.00	1273.92
(Part-time)	6	27	4.50	10.10	4.50	10.07	4.50	6.24
50 - 99	-	7	1063.04	3809.00	1133.44	1656.86	1597.00	1787.60
(Part-time)	-	3	7.00	18.23	7.00	18.23	9.42	11.55
100 - 399	9	65	1000.00	2626.58	1323.52	2160.92	1778.08	1798.94
400 plus	21	155	1452.00	2318.00	1525.00	2230.00	1674.00	1785.02

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Major Urban	3	24	1000.00	2070.00	1323.52	1721.00	1323.52	1456.49
Minor Urban	-	3	1512.00	1928.88	1512.00	1928.88	1745.13	1728.67
Rural	-	22	970.00	1594.36	970.00	1261.00	1163.00	1159.92
(Part-time)	-	14	6.78	18.23	7.35	10.10	8.60	9.27

Audio-Visual Specialist - 2799-114

Plans and co-ordinates selection and use of audio-visual aids and materials. May also, in the absence of an audio-visual technician, set up, operate and maintain the audio-visual equipment.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	1	1178.00	3919.00	1725.00	3540.00	1987.00	2389.33
Male	5	-	1178.00	3919.00	1725.00	3919.00	1938.00	2460.00

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Health & Educ.	5	1	1178.00	3919.00	1725.00	3540.00	1987.00	2389.33

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
100 - 399	3	1	1178.00	2036.00	1178.00	2036.00	1831.50	1719.25

Medicine and Health

Registered Nurse, Administration - 3130-110

Supervises and co-ordinates the activities of nursing and auxiliary personnel engaged in giving nursing services in hospitals, nursing homes or other institutions.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	7	309	2104.09	5769.16	2858.00	3554.38	3199.00	3207.51
Non-union	7	309	2104.09	5769.16	2858.00	3554.38	3199.00	3207.51
Male	7	-	2857.00	3524.50	3071.25	3372.42	3250.00	3224.09
Female	-	309	2104.09	5769.16	2858.00	3561.02	3198.00	3207.14
All Employees (Part-time)	-	40	13.13	20.94	14.90	20.88	18.70	18.35
Non-union	-	40	13.13	20.94	14.90	20.88	18.70	18.35
				Industry Data				
Health & Educ.	7	305	2104.09	5769.16	2857.00	3561.02	3190.82	3205.54
(Part-time)	-	40	13.13	20.94	14.90	20.88	18.70	18.35
				Firm Size Data				
1 - 19	1	4	2942.00	3472.93	3020.88	3472.93	3148.77	3203.34
20 - 49	1	58	2104.09	3852.26	2787.00	3388.02	3185.25	3103.90
(Part-time)	-	7	13.13	18.98	13.16	17.77	14.80	15.13
50 - 99	-	40	2729.00	3848.00	2840.39	3538.79	3121.09	3177.98
100 - 399	1	70	2438.33	3940.63	2819.59	3628.90	3233.78	3192.61
(Part-time)	-	15	16.54	20.94	18.34	20.94	19.93	19.62
400 plus	4	137	2783.20	5769.16	3041.42	3561.02	3249.38	3266.90
(Part-time)	-	16	16.83	20.88	16.83	20.46	18.73	18.86
				Geographic Area Data				
Regina	2	72	2708.00	4426.08	3053.82	3499.17	3181.27	3275.77
Saskatoon	2	71	2478.00	5769.16	2847.32	3578.65	3186.63	3199.07
Major Urban	2	48	2104.09	3940.63	2793.60	3425.50	3233.78	3136.50
(Part-time)	-	9	16.54	20.26	17.79	20.00	18.34	18.69
Minor Urban	-	42	2829.84	3848.00	3000.00	3628.90	3233.78	3265.67
(Part-time)	-	14	16.83	20.94	16.83	20.94	20.41	19.56
Rural	1	76	2533.00	3852.26	2840.39	3464.27	3200.00	3164.30
(Part-time)	-	9	13.13	18.98	13.16	17.77	14.90	16.34

Public Health Nurse - 3131-118

Gives nursing care to persons in establishments such as, government and voluntary health agencies, private homes and clinics and instructs people individually or in groups in health education and disease prevention.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	-	247	2324.83	2978.63	2574.00	2948.00	2866.38	2825.06
Union	-	235	2324.83	2948.00	2587.00	2948.00	2902.78	2830.69
All Employees (Part-time)	-	84	12.94	18.22	13.55	17.69	15.85	15.66
				Industry Data				
Health & Educ.	-	24	2479.92	2978.63	2574.00	2902.78	2786.83	2758.00
Public Admin.	-	223	2324.83	2948.00	2587.00	2948.00	2940.17	2832.28

Public Health Nurse (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Firm Size Data				
400 plus	-	185	2324.83	2978.63	2585.00	2948.00	2863.00	2830.25
				Geographic Area Data				
Regina	-	88	2324.83	2940.17	2587.00	2940.17	2940.17	2827.92
Saskatoon (Part-time)	-	54	12.94	17.55	13.36	16.75	15.32	15.08

Registered Nurse - 3131-130-0

Performs a combination of tasks to give nursing care to patients in hospitals such as, administering prescribed medication, making rounds with physicians; assisting with operations and deliveries by preparing rooms, instruments, equipments and supplies; making beds, bathing and feeding patients.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	43	2256	1525.70	3843.79	2299.44	2866.38	2580.24	2584.83
Union	43	2200	1577.61	3843.79	2299.44	2866.38	2580.24	2586.98
Non-union	-	56	1525.70	3530.12	1700.00	2891.00	2687.75	2498.50
Male	43	-	2093.52	2866.38	2093.52	2866.38	2478.19	2471.23
Female	-	2256	1525.70	3843.79	2299.44	2866.38	2580.24	2586.99
Union	-	2200	1577.61	3843.79	2299.44	2866.38	2580.24	2589.25
Non-union	-	56	1525.70	3530.12	1700.00	2891.00	2687.75	2498.50
All Employees (Part-time)	5	1999	9.06	19.27	13.04	16.54	15.72	15.37
Union	5	1792	12.23	19.27	13.42	16.54	15.87	15.46
Non-union	-	207	9.06	17.95	12.94	16.21	14.60	14.61
Male	5	-	13.42	14.74	14.60	14.74	14.60	14.42
Female	-	1999	9.06	19.27	13.04	16.54	15.75	15.38
Union	-	1792	12.23	19.27	13.42	16.54	15.87	15.46
Non-union	-	207	9.06	17.95	12.94	16.21	14.60	14.61
				Industry Data				
Health & Educ.	43	2256	1525.70	3843.79	2299.44	2866.38	2580.24	2584.83
(Part-time)	5	1999	9.06	19.27	13.04	16.54	15.72	15.37
				Firm Size Data				
1 - 19	-	20	1525.70	2866.38	1689.60	2773.76	2025.00	2195.53
(Part-time)	-	40	9.06	19.27	13.10	16.54	14.62	14.67
20 - 49	1	145	1833.28	3277.10	2327.44	2866.38	2750.27	2694.22
(Part-time)	-	331	12.13	17.12	13.42	16.54	15.75	15.36
50 - 99	1	107	2025.02	3041.42	2530.18	2866.38	2698.57	2731.89
(Part-time)	-	223	12.48	18.58	13.67	16.54	15.55	15.52
100 - 399	7	338	2162.78	3530.12	2567.50	2866.38	2637.63	2680.90
(Part-time)	-	331	12.46	17.81	13.42	16.54	16.21	15.56
400 plus	34	1646	1577.61	3843.79	2277.60	2866.38	2580.24	2550.77
(Part-time)	5	1074	12.48	18.96	12.94	16.54	15.22	15.32

Registered Nurse (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	15	680	1525.70	3041.42	2299.44	2866.38	2330.64	2524.51
(Part-time)	3	419	12.48	18.96	14.74	16.54	14.94	15.39
Saskatoon	14	892	1946.88	3843.79	2184.00	2866.38	2580.24	2568.59
(Part-time)	2	703	9.06	17.59	12.94	16.54	15.87	15.15
Major Urban	9	303	1577.61	3530.12	2559.00	2866.38	2578.88	2614.12
(Part-time)	-	176	12.13	17.01	14.00	16.54	15.55	15.48
Minor Urban	3	143	2162.00	3233.78	2472.00	2866.38	2687.25	2709.42
(Part-time)	-	202	12.46	17.95	14.00	16.54	16.54	15.80
Rural	2	238	1833.28	3277.10	2473.25	2866.38	2750.27	2706.94
(Part-time)	-	499	11.00	19.27	13.42	16.54	15.87	15.47

Registered Psychiatric Nurse - 3131-138

Gives nursing care to mentally and emotionally disturbed persons as directed by a physician. May perform psychiatric nursing duties in a community by visiting and interviewing mentally and emotionally ill persons at home or clinic.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	64	302	1689.60	3898.00	2231.00	2866.38	2560.00	2602.42
Union	62	288	1941.00	3898.00	2231.00	2866.38	2560.00	2598.04
Non-union	2	14	1689.60	3346.42	2384.76	3174.00	2702.50	2698.42
Male	64	-	2091.10	3719.00	2160.00	2866.38	2734.14	2669.29
Union	62	-	2091.10	3719.00	2160.00	2866.38	2729.64	2660.36
Female	-	302	1689.60	3898.00	2231.00	2866.38	2559.00	2588.25
Union	-	288	1941.00	3898.00	2231.00	2866.38	2559.00	2584.62
Non-union	-	14	1689.60	3346.42	2100.00	3181.27	2687.00	2663.05
All Employees (Part-time)	5	75	12.26	17.00	12.94	16.54	14.77	14.88
Union	4	69	12.26	17.00	12.73	16.54	14.77	14.92
Non-union	1	6	13.42	15.60	13.42	15.22	14.56	14.52
Male	5	-	12.94	16.54	13.42	16.54	14.60	14.81
Female	-	75	12.26	17.00	12.94	16.54	14.77	14.89
Union	-	69	12.26	17.00	12.73	16.54	14.77	14.90
Non-union	-	6	13.42	15.60	14.30	15.22	14.85	14.71
				Industry Data				
Health & Educ.	64	250	1689.60	3898.00	2162.00	2866.38	2559.00	2600.41
(Part-time)	5	55	12.26	16.59	12.73	16.54	14.60	14.69
				Firm Size Data				
100 - 399	6	30	2426.20	3174.00	2687.00	2866.38	2709.00	2737.31
(Part-time)	1	24	12.46	16.54	14.07	16.54	14.60	14.86
400 plus	58	265	1941.00	3898.00	2162.00	2866.38	2559.00	2593.50
(Part-time)	3	44	12.26	17.00	12.73	16.54	15.60	15.01

Registered Psychiatric Nurse (continued)

(Monthly Rates) **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	5	26	1946.88	3346.42	2299.44	3181.27	2530.18	2612.51
Saskatoon	15	58	2091.10	3233.78	2426.20	3041.42	2866.38	2754.41
(Part-time)	3	5	14.00	16.54	14.00	16.54	16.54	15.66
Major Urban	38	119	1689.60	3898.00	2160.00	2857.00	2559.00	2542.08
(Part-time)	1	24	12.26	16.54	12.73	16.54	14.60	14.48
Minor Urban								
(Part-time)	1	11	12.94	15.22	13.42	15.13	14.77	14.42
Rural								
(Part-time)	-	11	14.07	15.22	14.07	14.60	14.07	14.27

Certified Nursing Assistant - 3134-110-0

Performs any combination of duties as directed to give nursing care to selected patients in hospitals such as, taking and recording temperature, pulse, respiration and blood pressure; assisting with the admission and discharge of patients; serving nutrients, making beds.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	14	566	1137.50	2190.51	1705.27	2119.46	1976.37	1950.55
Union	14	548	1577.88	2190.51	1706.00	2119.46	1976.37	1956.06
Non-union	-	18	1137.50	2119.46	1543.75	2119.46	1814.70	1778.41
Male	14	-	1851.72	2119.46	1851.72	1987.04	1976.37	1950.75
Union	14	-	1851.72	2119.46	1851.72	1987.04	1976.37	1950.75
Female	-	566	1137.50	2190.51	1705.27	2119.46	1976.37	1950.54
Union	-	548	1577.88	2190.51	1706.00	2119.46	1976.37	1956.20
Non-union	-	18	1137.50	2119.46	1543.75	2119.46	1814.70	1778.41
All Employees								
(Part-time)	4	491	8.20	14.74	9.84	12.23	12.23	11.72
Union	4	468	8.87	14.74	9.90	12.23	12.23	11.77
Non-union	-	23	8.20	12.23	8.20	12.23	11.16	10.69
Female	-	491	8.20	14.74	9.84	12.23	12.23	11.72
Industry Data								
Health & Educ.	13	555	1137.50	2190.51	1705.27	2119.46	1976.37	1951.52
(Part-time)	4	488	8.20	14.74	9.84	12.23	12.23	11.72
Firm Size Data								
1 - 19	-	12	1137.50	1983.00	1400.00	1879.00	1617.26	1637.37
(Part-time)	-	6	10.30	12.23	11.00	12.23	11.52	11.47
20 - 49	-	55	1706.00	2190.51	1706.00	2119.46	2119.46	2028.99
(Part-time)	-	110	8.20	12.64	9.58	12.23	12.14	11.37
50 - 99	-	50	1577.88	2119.46	1704.63	2119.46	1976.37	1935.13
(Part-time)	3	64	9.40	12.23	9.90	12.23	12.23	11.40
100 - 399	1	130	1660.21	2190.51	1704.63	2119.46	1987.00	1942.94
(Part-time)	-	132	8.87	12.64	8.87	12.23	12.23	11.35
400 plus	13	319	1674.18	2119.46	1851.72	1979.60	1976.37	1954.20
(Part-time)	1	179	10.36	14.74	11.51	14.74	12.23	12.33

Certified Nursing Assistant (continued)

(Monthly Rates) **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	5	163	1851.72	1998.00	1851.72	1976.37	1976.37	1945.97
Saskatoon	3	158	1400.00	1982.00	1704.63	1976.37	1928.83	1899.64
(Part-time)	1	152	9.40	12.23	10.21	12.23	11.70	11.48
Major Urban	5	74	1137.50	2190.51	1705.27	2119.46	1987.04	1938.03
(Part-time)	-	76	8.87	12.23	8.87	12.23	12.04	11.05
Minor Urban	-	64	1641.25	2119.46	1976.37	2119.46	2119.46	2047.77
(Part-time)	3	68	11.08	12.64	11.88	12.23	12.23	12.17
Rural	-	96	1577.88	2190.51	1706.00	2119.46	2119.46	1995.20
(Part-time)	-	161	8.20	12.64	9.84	12.23	12.23	11.60

Orderly, Uncertified - 3135-114-5

Duties similar to Orderly, Certified but has not completed a formal course of instruction sufficient to qualify for certification.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	87	253	1439.75	2150.90	1615.25	1987.04	1704.63	1761.96
Union	62	194	1439.75	2150.90	1615.25	1976.37	1705.27	1764.66
Non-union	25	59	1537.17	2119.46	1609.96	2119.46	1704.00	1753.73
Male	87	-	1543.75	2150.90	1609.96	2119.46	1976.37	1911.37
Union	62	-	1543.75	2150.90	1615.25	2119.46	1976.37	1910.58
Non-union	25	-	1609.96	2119.46	1609.96	2119.46	1994.68	1913.35
Female	-	253	1439.75	1934.03	1615.25	1920.16	1704.00	1710.58
Union	-	194	1439.75	1934.03	1615.25	1920.16	1704.63	1718.02
Non-union	-	59	1537.17	1705.27	1609.96	1704.00	1704.00	1686.10
All Employees (Part-time)	22	272	8.81	12.23	8.87	10.53	9.83	9.74
Union	14	211	8.87	12.23	8.87	10.53	9.84	9.82
Non-union	8	61	8.81	11.15	8.87	9.83	9.67	9.48
Male	22	-	8.87	12.23	8.87	10.25	9.72	9.66
Union	14	-	8.87	12.23	8.87	10.25	9.84	9.85
Female	-	272	8.81	11.16	8.87	10.53	9.83	9.75
Union	-	211	8.87	11.16	8.87	10.53	9.84	9.82
Non-union	-	61	8.81	11.15	8.87	9.83	9.67	9.50

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Health & Educ.	87	236	1439.75	2150.90	1615.25	1987.04	1704.63	1762.80
(Part-time)	21	263	8.81	12.23	8.87	10.53	9.83	9.73

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	9	77	1608.75	2119.46	1609.96	1705.27	1704.63	1689.96
(Part-time)	6	99	8.81	11.16	8.87	10.53	9.67	9.66
50 - 99	7	32	1439.75	2041.47	1660.21	1817.92	1705.27	1743.93
(Part-time)	2	84	8.87	11.16	8.87	10.21	9.58	9.55
100 - 399	16	127	1615.25	2119.46	1615.25	1920.16	1704.00	1726.86
(Part-time)	4	80	9.40	12.23	9.67	10.72	9.94	10.03
400 plus	55	17	1596.00	2150.90	1705.27	2119.46	1976.37	1927.43

Orderly, Uncertified (continued)

(Monthly Rates) **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	18	9	1609.96	1976.37	1609.96	1976.37	1705.27	1789.89
Saskatoon	10	27	1704.00	2150.90	1704.00	2150.90	1704.00	1804.39
Major Urban	44	120	1608.75	2119.46	1615.25	1987.38	1704.63	1775.26
(Part-time)	5	71	9.40	11.08	9.67	10.59	9.94	10.08
Minor Urban	4	3	1813.00	2119.46	1813.00	2041.47	1934.03	1931.57
Rural	11	77	1439.75	2119.46	1609.96	1817.92	1704.63	1700.35
(Part-time)	8	157	8.81	12.23	8.87	10.53	9.58	9.58

Orderly, Certified - 3135-114-6

Helps with care of selected patients in hospitals by performing any combination of duties as directed by medical and nursing staff. Has successfully completed a course of instruction and has had at least 24 months of combined training and experience.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	52	2	1976.37	2729.48	1976.37	2306.62	2119.46	2113.59
Union	46	1	1976.37	2403.67	1976.37	2306.62	1987.38	2097.19
Non-union	6	1	2119.46	2729.48	2119.46	2239.00	2119.46	2223.68
Male	52	-	1976.37	2729.48	1976.37	2306.62	2119.46	2113.60
Union	46	-	1976.37	2403.67	1976.37	2306.62	1987.38	2099.58
Industry Data								
Health & Educ.	52	2	1976.37	2729.48	1976.37	2306.62	2119.46	2113.59
Firm Size Data								
100 - 399	13	1	1987.38	2729.48	1987.38	2119.46	2053.42	2096.99
400 plus	39	-	1976.37	2403.67	1976.37	2306.62	2119.46	2116.33
Geographic Area Data								
Major Urban	15	1	1987.04	2119.46	1987.04	2119.46	1987.38	2028.57

Speech/Language Pathologist - 3137-114

Diagnoses and treats speech, language and voice problems, and performs related research. Plans, directs, or conducts remedial programs designed to restore or improve communicative efficiency. Provides counselling to families and teachers of speech and language-handicapped individuals.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	-	6	2767.12	3536.00	2800.00	3359.00	2815.00	3015.35
All Employees (Part-time)	1	10	10.86	25.49	13.28	19.41	17.83	17.48
Union	1	9	10.86	19.41	13.28	19.27	17.73	16.68
Female	-	10	13.28	25.49	14.57	19.41	18.55	18.15
Union	-	9	13.28	19.41	14.57	19.27	17.83	17.33

Speech/Language Pathologist (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Health & Educ.	-	11	2576.00	3536.00	2767.12	3359.00	3339.49	3137.55
(Part-time)	1	5	10.86	25.49	17.83	19.27	19.27	18.67
Firm Size Data								
50 - 99	-	5	2576.00	2997.00	2767.12	2997.00	2800.00	2788.02
400 plus								
(Part-time)	-	10	13.28	25.49	14.57	19.41	18.55	18.15
Geographic Area Data								
Saskatoon								
(Part-time)	-	5	17.83	25.49	19.27	25.49	19.27	20.23

Occupational Therapist - 3137-118

Plans and carries out specific treatment programs on medical referral to rehabilitate physically and mentally disabled persons using normal activities such as, work, education and recreation.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	2	26	2314.00	3041.42	2467.79	2973.83	2797.06	2733.13
Union	2	16	2314.00	3041.42	2467.79	2910.38	2797.06	2690.46
Non-union	-	10	2517.13	2999.00	2723.50	2973.83	2817.00	2809.94
Female	-	26	2314.00	3041.42	2467.79	2973.83	2797.06	2737.37
All Employees								
(Part-time)	-	11	14.69	17.55	15.49	17.55	16.14	16.31
Non-union	-	6	14.69	16.84	15.78	16.84	16.19	16.09
Industry Data								
Health & Educ.	1	26	2314.00	3041.42	2467.79	2973.83	2797.06	2739.58
(Part-time)	-	11	14.69	17.55	15.49	17.55	16.14	16.31
Firm Size Data								
100 - 399	-	5	2517.13	2845.50	2723.50	2845.50	2731.63	2709.88
(Part-time)	-	5	14.69	16.84	15.78	16.84	16.14	16.06
400 plus	2	20	2467.79	3041.42	2467.79	2999.00	2797.06	2757.46
(Part-time)	-	6	15.49	17.55	16.14	17.55	16.19	16.52
Geographic Area Data								
Regina	-	4	2802.14	2973.83	2802.14	2973.83	2894.32	2891.15
Saskatoon	1	18	2467.79	3041.42	2467.79	2910.38	2797.06	2712.40
(Part-time)	-	7	14.69	17.55	15.49	17.55	16.14	16.24

Physiotherapist - 3137-122

Plans and carries out programs of physical treatment as directed by physician to rehabilitate injured or disabled persons. Directs and aids patients individually or in groups using equipment such as, ramps, steps and tractions. Keeps records of treatments given, patient's response and progress.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	9	73	1959.00	3466.00	2467.79	3041.42	2745.82	2729.64
Union	7	47	1959.00	3041.42	2412.67	3041.42	2716.50	2678.22
Non-union	2	26	2448.00	3466.00	2616.25	3108.63	2745.82	2828.81
Male	9	-	2301.18	3328.00	2399.76	2851.00	2559.00	2629.51
Union	7	-	2301.18	2851.00	2399.76	2716.50	2559.00	2555.66
Female	-	73	1959.00	3466.00	2467.79	3041.42	2745.82	2741.99
Union	-	47	1959.00	3041.42	2467.79	3041.42	2797.06	2696.47
Non-union	-	26	2600.00	3466.00	2622.75	2999.00	2745.82	2824.26
All Employees (Part-time)	2	47	11.90	18.08	14.36	16.81	15.95	15.73
Union	1	27	13.40	17.55	14.36	16.47	15.90	15.64
Non-union	1	20	11.90	18.08	14.85	17.84	15.95	15.84
Female	-	47	11.90	18.08	14.58	16.81	15.95	15.77
Union	-	27	13.40	17.55	14.58	16.47	16.05	15.69
Non-union	-	20	11.90	18.08	14.85	17.84	15.95	15.89
Industry Data								
Health & Educ.	7	71	2301.18	3466.00	2467.79	3041.42	2745.82	2746.02
(Part-time)	1	46	11.90	18.08	14.68	16.81	15.95	15.80
Firm Size Data								
50 - 99								
(Part-time)	1	3	11.90	15.59	11.90	15.59	14.85	14.30
100 - 399	1	17	2412.67	3240.25	2600.00	2906.24	2766.49	2771.73
(Part-time)	-	11	14.24	17.84	14.58	16.81	15.78	15.85
400 plus	7	54	1959.00	3328.00	2467.79	3041.42	2745.82	2703.32
(Part-time)	1	33	13.40	18.08	14.36	16.81	16.00	15.85
Geographic Area Data								
Regina	3	14	2399.76	2973.83	2503.18	2851.00	2744.58	2677.70
(Part-time)	-	9	14.68	16.81	14.97	16.47	15.49	15.61
Saskatoon	3	37	2301.18	3041.42	2467.79	3041.42	2797.06	2735.36
(Part-time)	-	22	11.90	17.84	14.24	16.81	16.14	15.84
Major Urban	1	12	2411.09	3466.00	2600.00	3328.00	2708.88	2848.84
(Part-time)	-	11	13.98	18.08	15.41	18.08	15.95	16.14
Minor Urban	-	8	2412.67	2999.00	2713.39	2906.24	2799.88	2777.42
Rural								
(Part-time)	1	3	14.58	15.49	14.58	15.49	14.85	14.94

Recreational Therapist - 3139-114

Assists in planning, organizing and directing programs to provide patients with recreational activities as an aid to rehabilitation.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	8	42	1527.50	2616.83	1665.63	2340.00	1873.42	1972.54
Union	7	35	1527.50	2616.83	1660.21	2367.00	1870.00	1980.69
Non-union	1	7	1703.54	2194.00	1705.17	2194.00	1921.50	1929.76
Male	8	-	1862.25	2616.83	1870.00	2529.00	2097.42	2156.74
Union	7	-	1862.25	2616.83	1870.00	2529.00	2207.84	2189.27
Female	-	42	1527.50	2481.66	1660.21	2332.62	1862.99	1937.45
Union	-	35	1527.50	2481.66	1660.21	2340.00	1862.98	1938.97
Non-union	-	7	1703.54	2194.00	1705.17	2194.00	1914.00	1929.86
All Employees (Part-time)	-	14	8.87	15.29	8.87	13.01	9.94	10.92
Union	-	9	8.87	15.29	9.40	13.01	12.64	11.75
Non-union	-	5	8.87	9.84	8.87	9.84	9.71	9.43
Industry Data								
Health & Educ.	8	42	1527.50	2616.83	1665.63	2340.00	1873.42	1972.54
(Part-time)	-	14	8.87	15.29	8.87	13.01	9.94	10.92
Firm Size Data								
20 - 49	-	8	1527.50	1876.84	1659.00	1705.27	1704.36	1692.85
(Part-time)	-	4	8.87	10.49	8.87	10.49	9.29	9.49
50 - 99	1	8	1608.75	2194.00	1609.96	2194.00	1862.25	1850.94
100 - 399	3	11	1704.63	2616.83	1738.20	2332.62	1921.50	1988.57
400 plus	4	14	1800.59	2529.00	1870.00	2395.00	2190.51	2162.22
Geographic Area Data								
Regina	-	4	1705.27	1976.37	1705.27	1976.37	1800.59	1820.71
Saskatoon	3	14	1608.75	2616.83	1694.88	2332.62	2102.42	2040.86
(Part-time)	-	6	9.40	15.29	12.64	13.01	13.01	12.73
Major Urban	3	11	1527.50	2395.00	1660.21	2367.00	1950.50	1987.66
Minor Urban	2	4	1705.17	2529.00	1863.00	2340.00	2195.79	2138.13
Rural	-	9	1609.96	1995.00	1665.63	1876.84	1769.39	1777.03

Ambulance Attendant - 3139-130

Gives emergency care to sick and injured persons at the scene of accident or illness and during transport to hospital.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	3	1070.99	2133.00	1070.99	1083.13	1083.13	1209.81
Non-union	5	3	1070.99	2133.00	1070.99	1083.13	1083.13	1209.81
Female	-	3	1070.99	2133.00	1070.99	2133.00	1083.13	1429.04

Ambulance Attendant (continued)

(Monthly Rates) **Industry Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Health & Educ.	5	3	1070.99	2133.00	1070.99	1083.13	1083.13	1209.81
Firm Size Data								
1 - 19	5	3	1070.99	2133.00	1070.99	1083.13	1083.13	1209.81
Geographic Area Data								
Rural	5	3	1070.99	2133.00	1070.99	1083.13	1083.13	1209.81

Physiotherapy Aide - 3139-134

Helps patients in dressing, undressing and moving about using wheelchairs, cars and stretchers. Sets up and assembles equipment such as, hydrotherapy tanks, vibrators and other electrical and mechanical apparatus.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	6	58	1609.54	2119.46	1701.65	1999.88	1813.19	1820.06
Union	6	58	1606.54	2119.46	1701.65	1999.88	1813.19	1820.06
Male	6	-	1903.65	1999.88	1921.42	1959.00	1921.42	1937.80
Female	-	58	1609.54	2119.46	1701.65	1999.88	1777.11	1807.88
All Employees (Part-time)	2	29	8.87	12.23	8.87	11.54	10.49	10.15
Union	2	27	8.87	12.23	8.87	11.54	10.53	10.18
Female	-	29	8.87	12.23	8.87	11.54	10.53	10.18
Union	-	27	8.87	12.23	8.87	11.54	10.53	10.22
Industry Data								
Health & Educ.	6	58	1609.54	2119.46	1701.65	1999.88	1813.19	1820.06
(Part-time)	2	29	8.87	12.23	8.87	11.54	10.49	10.15
Firm Size Data								
100 - 399	4	17	1710.83	1999.88	1824.85	1999.88	1921.42	1902.21
(Part-time)	-	11	10.49	12.23	10.53	11.54	11.12	11.09
400 plus	2	24	1609.54	2119.46	1701.65	1959.00	1813.19	1828.28
(Part-time)	2	7	9.44	10.53	9.44	10.53	10.53	10.16
Geographic Area Data								
Saskatoon	1	11	1609.54	2119.46	1701.65	2119.46	1843.55	1862.56
(Part-time)	2	5	9.44	10.70	9.44	10.70	9.96	10.10
Major Urban	2	16	1711.13	1999.88	1813.19	1999.88	1959.00	1898.38
Minor Urban	3	25	1706.00	1921.42	1706.00	1921.42	1706.00	1771.48

Emergency Medical Technician - 3139-199

Attends to needs of accident victims at scene of accident or in ambulance. Are graduates of EMT course.

(Monthly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	9	2	1100.00	2500.00	1221.77	2173.18	1221.77	1507.13
Non-union	9	2	1100.00	2500.00	1221.77	2173.18	1221.77	1507.13
Male	9	-	1100.00	2500.00	1221.77	2173.18	1221.77	1475.23
Industry Data								
Health & Educ.	9	2	1100.00	2500.00	1221.77	2173.18	1221.77	1507.13
Firm Size Data								
1 - 19	9	2	1100.00	2500.00	1221.77	2173.18	1221.77	1507.13
Geographic Area Data								
Rural	9	2	1100.00	2500.00	1221.77	2173.18	1221.77	1507.13

Pharmacist, Hospital - 3151-110

Graduates of a four-year Bachelor's, Master's or Ph.D. program in Pharmacy. A pharmacist compounds and dispenses prescribed pharmaceuticals and related preparations.

(Monthly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	37	62	2478.00	3635.83	2824.00	3275.37	2784.37	2985.95
Union	26	55	2475.00	3478.13	2734.00	3275.37	2784.37	2946.63
Non-union	11	7	2866.00	3635.83	3081.00	3154.13	3326.38	3162.91
Male	37	-	2512.88	3635.83	2596.91	3326.38	3054.24	3011.05
Union	26	-	2512.88	3635.83	2596.91	3326.38	3054.24	3011.05
Non-union	11	-	2866.00	3635.83	3070.40	3326.38	3150.59	3188.34
Female	-	62	2478.00	3478.13	2784.37	3275.37	2924.00	2970.97
Union	-	55	2478.00	3478.13	2784.37	3275.37	2924.00	2951.63
Non-union	-	7	2907.92	3326.68	2935.00	3253.25	3154.13	3122.94
All Employees (Part-time)	-	24	13.83	20.07	16.07	18.90	18.01	17.84
Union	-	20	16.07	20.07	17.23	18.90	18.90	18.20
Non-union	-	4	13.83	18.10	13.83	18.10	16.16	16.06
Industry Data								
Health & Educ.	30	40	2512.88	3635.83	2960.51	3275.37	2784.37	3049.37
(Part-time)	-	23	14.60	20.07	17.23	18.90	18.01	18.01
Firm Size Data								
100 - 399	6	5	2866.00	3635.83	3082.63	3154.13	3635.83	3145.52
400 plus	30	57	2478.00	3478.13	2784.37	3275.37	2784.37	2964.80
(Part-time)	-	21	13.83	20.07	17.23	18.90	18.90	17.99

Pharmacist, Hospital (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	9	16	2596.91	3054.24	2960.51	3054.24	2784.37	2863.75
(Part-time)	-	9	17.23	20.07	17.23	18.90	17.23	17.92
Saskatoon	9	16	2512.88	3478.13	3054.24	3275.37	3275.37	3160.51
(Part-time)	-	9	16.07	18.90	17.46	18.90	18.90	18.43
Major Urban	5	5	2534.57	3471.30	3266.00	3253.25	3002.94	3163.11
Minor Urban	5	3	2866.00	3154.13	3073.40	3154.13	3085.42	3050.55

Pharmacist, Retail - 3151-118

Compounds and dispenses specific amounts of drugs and medicines for sale in a retail outlet.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	34	18	2000.00	4332.50	3033.33	3185.00	3466.00	3196.16
Non-union	34	18	2000.00	4332.50	3033.33	3185.00	3466.00	3196.16
Male	34	-	2000.00	4332.50	2925.00	3605.33	3293.02	3233.96
Female	-	18	2535.00	4259.67	2806.45	3400.00	3119.70	3124.75
All Employees (Part-time)	12	37	6.00	22.20	17.00	19.00	17.00	16.95
Non-union	12	37	6.00	22.20	17.00	19.00	17.00	16.95
Male	12	-	8.55	22.20	16.50	20.00	17.00	17.28
Female	-	37	6.00	21.75	15.50	20.00	17.10	16.84
	Industry Data							
Retail	21	10	2000.00	4332.50	2925.00	3119.40	3333.00	3082.38
(Part-time)	5	14	6.00	22.20	16.59	18.00	16.95	15.64
	Firm Size Data							
1 - 19	18	9	2000.00	4332.50	2925.00	3119.40	3400.00	3093.14
(Part-time)	4	14	6.00	22.20	20.00	18.00	16.95	16.03
	Geographic Area Data							
Saskatoon	3	3	2000.00	2925.00	2063.12	2806.45	2748.16	2548.48
(Part-time)	1	4	16.50	18.00	16.95	18.00	16.95	17.28
Major Urban	6	4	2946.10	3400.00	3046.33	3400.00	3346.35	3182.28
Rural	7	3	2535.00	4332.50	3119.40	2900.04	3533.00	3245.53
(Part-time)	3	2	8.55	22.20	20.00	18.50	22.20	17.25

Dietitian - 3152-122

Plans and supervises food services programs in hospitals and other establishments to ensure proper nutrition.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	39	2097.57	3286.83	2323.75	3133.63	2687.30	2689.87

Dietitian (continued)

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
Union	-	23	2097.57	3286.83	2394.91	3140.00	2828.00	2729.50
Non-union	-	16	2133.14	3286.00	2261.00	3060.48	2580.11	2632.90
All Employees (Part-time)	-	8	14.42	16.52	15.01	16.27	15.45	15.55
Union	-	7	14.42	16.52	15.01	16.22	15.35	15.44
			Industry Data					
Health & Educ.	-	33	2097.57	3286.00	2261.00	3026.99	2617.88	2637.24
(Part-time)	-	8	14.42	16.52	15.01	16.27	15.45	15.55
			Firm Size Data					
100 - 399	-	7	2261.00	3060.48	2409.42	3026.99	2617.88	2651.63
400 plus	-	30	2097.57	3286.00	2330.27	3133.63	2699.72	2691.09
			Geographic Area Data					
Regina	-	15	2097.57	3286.83	2261.00	3012.22	2480.56	2532.71
(Part-time)	-	5	14.42	16.22	15.01	16.22	15.05	15.21
Minor Urban	-	5	2409.42	3286.00	2617.88	3286.00	2760.67	2820.19

Radiological Technologist - 3155-016

Operates equipment with which radiographs are taken to demonstrate the anatomical structure of the body as a visual aid to the radiologist in the diagnosis of illness or injury. Treats diseases by means of ionizing radiations. Processes films and prepares them for interpretation by radiologist.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	49	69	2185.34	3209.52	2407.84	3088.18	2619.27	2671.63
Union	48	67	2185.34	3123.73	2407.84	3088.18	2571.06	2667.14
Male	49	-	2244.62	3103.80	2470.86	3088.18	2716.50	2725.01
Union	48	-	2244.62	3103.80	2470.86	3088.18	2726.46	2726.12
Female	-	69	2185.34	3209.52	2407.14	3088.18	2563.11	2633.72
Union	-	67	2185.34	3123.73	2407.14	3088.18	2563.11	2624.88
All Employees (Part-time)	-	35	12.64	19.11	13.46	15.65	14.82	14.62
Union	-	32	12.64	19.11	13.46	15.65	14.82	14.64
			Industry Data					
Health & Educ.	49	69	2185.34	3209.52	2407.84	3088.18	2619.27	2671.63
(Part-time)	-	35	12.64	19.11	13.46	15.65	14.82	14.62
			Firm Size Data					
20 - 49	1	2	2245.00	2649.76	2245.00	2649.76	2649.76	2514.84
(Part-time)	-	6	12.64	15.29	13.89	15.29	13.89	14.15
50 - 99	2	4	2185.34	2770.95	2491.00	2738.14	2650.00	2580.91
(Part-time)	-	5	13.46	14.82	13.67	14.82	13.67	13.86
100 - 399	6	14	2332.62	3209.52	2484.63	2977.29	2649.76	2646.83
(Part-time)	-	10	13.89	15.65	15.29	15.65	15.29	15.22
400 plus	40	49	2244.62	3123.73	2470.86	3088.18	2563.11	2688.60
(Part-time)	-	13	13.46	19.11	13.46	15.80	14.82	14.83

Radiological Technologist (continued)

(Monthly Rates) **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	16	21	2245.00	3123.73	2470.86	3088.18	2571.06	2708.95
(Part-time)	-	6	14.32	19.11	15.29	15.65	15.60	15.93
Saskatoon	21	18	2244.62	3103.80	2394.91	3103.80	2563.11	2701.69
Major Urban	4	19	2332.62	3039.68	2481.66	2738.14	2484.63	2566.45
Minor Urban	4	7	2407.14	3209.52	2491.00	2977.29	2649.76	2688.43
(Part-time)	-	9	13.67	15.29	13.67	15.29	15.29	14.77
Rural	4	4	2185.34	2770.95	2649.76	2738.14	2660.88	2631.73
(Part-time)	-	11	12.64	15.29	12.64	15.29	13.89	14.07

Medical Laboratory Technologist - 3156-122

Performs a variety of medical laboratory tests and procedures, experiments and analyses for the diagnosis, treatment and prevention of disease.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	34	396	1137.50	3727.41	2245.00	2950.82	2563.11	2561.16
Union	27	357	1936.00	3306.56	2245.00	2950.82	2563.11	2567.56
Non-union	7	39	1137.50	3727.41	2245.75	2731.16	2526.26	2507.72
Male	34	-	2031.08	3727.41	2281.79	3306.56	2641.95	2736.88
Union	27	-	2175.14	3306.56	2281.79	3238.46	2629.23	2721.28
Non-union	7	-	2031.08	3727.41	2245.75	3104.85	2731.16	2797.03
Female	-	396	1137.50	3306.56	2244.62	2825.42	2563.11	2546.08
Union	-	357	1936.00	3306.56	2244.62	2888.75	2563.11	2555.94
Non-union	-	39	1137.50	2809.63	2318.88	2649.76	2484.20	2455.79
All Employees (Part-time)	-	158	7.69	16.27	13.32	15.60	14.66	14.43
Union	-	130	10.53	16.27	12.87	15.29	14.79	14.45
Non-union	-	28	7.69	16.21	13.38	16.21	14.45	14.34

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Health & Educ.	34	354	1137.50	3727.41	2281.79	2950.82	2563.11	2598.89
(Part-time)	-	139	7.69	16.27	13.46	15.73	14.79	14.63

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	11	1137.50	2888.77	1641.25	2888.77	2513.25	2322.56
(Part-time)	-	4	7.69	15.60	7.69	15.60	13.08	12.36
20 - 49	2	14	2120.72	2888.75	2407.14	2888.75	2649.76	2619.85
(Part-time)	-	13	10.53	14.82	12.64	14.82	14.32	14.03
50 - 99	2	13	2470.86	2770.95	2470.86	2749.00	2649.76	2620.95
(Part-time)	-	9	13.89	15.29	13.89	15.29	15.29	14.87
100 - 399	1	36	2186.00	3107.27	2332.62	2649.76	2649.76	2599.48
(Part-time)	-	15	13.68	15.29	13.89	15.29	15.29	14.87
400 plus	29	322	1936.00	3727.41	2244.62	2950.82	2563.11	2559.37
(Part-time)	-	117	10.89	16.27	13.32	16.21	14.57	14.46

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	16	102	2175.14	3238.46	2281.79	2950.82	2470.86	2571.40
(Part-time)	-	36	10.56	16.27	13.46	15.29	14.81	14.62
Saskatoon	11	144	2031.08	3306.56	2470.86	2809.63	2563.11	2628.26
(Part-time)	-	45	13.38	16.21	13.46	16.21	14.79	14.65
Major Urban	4	59	1137.50	3727.41	2484.20	2738.14	2643.88	2640.02
(Part-time)	-	26	13.67	16.27	13.89	16.27	14.82	14.93
Minor Urban	2	31	1641.25	2977.29	2332.62	2649.76	2617.88	2537.75
(Part-time)	-	13	13.89	15.29	14.32	15.29	15.29	15.07
Rural	1	18	1668.70	2770.95	2186.00	2738.14	2544.30	2499.88
(Part-time)	-	19	7.69	15.29	12.64	15.29	14.32	13.88

Dental Hygienist - 3157-110

Carries out dental prophylactic treatments and instructs groups and individuals in care of teeth and mouth. May expose, process, and mount x-ray films.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	8	1800.00	3260.00	2253.33	3000.00	2449.25	2521.18
Non-union	-	8	1800.00	3260.00	2253.33	3000.00	2449.25	2521.18
All Employees (Part-time)	-	11	15.25	23.50	18.50	22.25	21.33	20.69
Non-union	-	11	15.25	23.50	18.50	22.25	21.33	20.69
Industry Data								
Health & Educ.	-	8	1800.00	3260.00	2253.33	3000.00	2449.25	2521.18
(Part-time)	-	11	15.25	23.50	18.50	22.25	21.33	20.69
Firm Size Data								
1 - 19	-	8	1800.00	3260.00	2253.33	3000.00	2449.25	2521.18
(Part-time)	-	11	15.25	23.50	18.50	22.25	21.33	20.69
Geographic Area Data								
Regina	-	4	2398.50	3260.00	2398.50	3260.00	2750.00	2789.63
(Part-time)	-	8	18.50	23.50	20.00	22.25	22.25	21.38

Dental Assistant, Certified - 3157-114-5

Assists dentists in the care and treatment of patients. Keeps oral operating area clear during dental procedure by using suction devices, water sprays, cotton rolls and holders, and by retraction of cheek and tongue. Possesses certificate of qualification as a dental assistant issued by the College of Dental Surgeons of Saskatchewan.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	55	849.10	2500.00	1213.60	2000.00	1500.00	1531.75
Non-union	-	55	849.10	2500.00	1213.60	2000.00	1500.00	1531.75
All Employees (Part-time)	-	9	5.00	12.50	8.90	11.80	9.75	9.75
Non-union	-	9	5.00	12.50	8.90	11.80	9.75	9.75
Industry Data								
Health & Educ.	-	55	849.10	2500.00	1213.60	2000.00	1500.00	1531.75
(Part-time)	-	9	5.00	12.50	8.90	11.80	9.75	9.75
Firm Size Data								
1 - 19	-	55	849.10	2500.00	1213.60	2000.00	1500.00	1531.75
(Part-time)	-	9	5.00	12.50	8.90	11.80	9.75	9.75
Geographic Area Data								
Regina	-	12	1213.60	2322.67	1213.60	1889.33	1512.50	1547.02
Saskatoon	-	15	1400.00	2500.00	1400.00	2500.00	1692.00	1792.13
Major Urban	-	7	849.10	1600.00	970.40	1500.00	1122.03	1187.12
Minor Urban	-	12	1200.00	1700.00	1300.00	1550.00	1386.40	1423.50
Rural	-	9	1200.00	1820.40	1251.00	1667.00	1485.00	1489.77

Dental Assistant, Uncertified - 3157-114-6

Duties generally the same as Dental Assistant, Certified but does not hold a certificate of qualification from the College of Dental Surgeons of Saskatchewan.

(Monthly Rates)				**Provincial Data**				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	10	800.00	2047.95	1137.50	2000.00	1612.78	1535.32
Non-union	-	10	800.00	2047.95	1137.50	2000.00	1612.78	1535.32
All Employees (Part-time)	-	5	8.24	13.40	8.50	13.40	9.38	10.40
Non-union	-	5	8.24	13.40	8.50	13.40	9.38	10.40
				Industry Data				
Health & Educ.	-	10	800.00	2047.95	1137.50	2000.00	1612.78	1535.32
(Part-time)	-	5	8.24	13.40	8.50	13.40	9.38	10.40
				Firm Size Data				
1 - 19	-	10	800.00	2047.95	1137.50	2000.00	1612.78	1535.32
(Part-time)	-	5	8.24	13.40	8.50	13.40	9.38	10.40
				Geographic Area Data				
Rural	-	5	1137.50	1700.00	1300.00	1700.00	1625.55	1477.72
(Part-time)	-	3	8.24	9.38	8.24	9.38	8.50	8.71

Respiratory Therapist - 3159-134

Administers oxygen therapy treatments to patients, as prescribed by a physician and according to administrative policies.

(Monthly Rates)				**Provincial Data**				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	10	20	2175.14	2731.63	2244.62	2649.76	2470.86	2441.82
Union	10	19	2175.14	2731.63	2244.62	2649.76	2470.86	2436.14
Male	10	-	2314.11	2649.76	2332.62	2567.07	2432.89	2441.87
Union	10	-	2314.11	2649.76	2332.62	2567.07	2432.89	2441.87
Female	-	20	2175.14	2731.63	2244.62	2649.76	2470.86	2441.80
Union	-	19	2175.14	2731.63	2244.62	2649.76	2470.86	2433.13
All Employees (Part-time)	1	5	15.29	15.29	15.29	15.29	15.29	15.29
Union	1	5	15.29	15.29	15.29	15.29	15.29	15.29
				Industry Data				
Health & Educ.	10	20	2175.14	2731.63	2244.62	2649.76	2470.86	2441.82
(Part-time)	1	5	15.29	15.29	15.29	15.29	15.29	15.29
				Firm Size Data				
400 plus	10	19	2175.14	2649.76	2244.62	2649.76	2470.86	2431.83
(Part-time)	1	5	15.29	15.29	15.29	15.29	15.29	15.29

Respiratory Therapist (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Major Urban	1	2	2567.07	2731.63	2567.07	2731.63	2606.50	2635.07

Food Services Supervisor - 3159-170

Assists in planning and directing food service programs in hospitals and other private or public institutions. Plans menus and diets to provide required food and nutrients to individuals and groups.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	6	60	1769.39	2816.00	1862.25	2611.38	2098.20	2137.19
Union	2	27	1769.39	2119.46	1860.02	2119.46	1976.37	1989.96
Non-union	4	33	1787.50	2816.00	1974.38	2665.46	2199.18	2252.58
Male	6	-	1862.25	2611.38	1976.37	2433.00	2232.00	2224.50
Non-union	4	-	2111.00	2611.38	2111.00	2611.38	2393.00	2377.10
Female	-	60	1769.39	2816.00	1860.02	2611.38	2063.63	2128.46
Union	-	27	1769.39	2119.46	1860.02	2119.46	1976.37	1995.20
Non-union	-	33	1787.50	2816.00	1885.50	2665.46	2166.25	2237.49
All Employees (Part-time)	1	15	11.30	15.45	11.51	13.87	11.88	12.36
Union	1	10	11.51	14.82	11.51	12.23	11.88	12.11
Non-union	-	5	11.30	15.45	11.31	15.45	12.62	12.91
Female	-	15	11.30	15.45	11.51	14.82	11.88	12.37
Non-union	-	5	11.30	15.45	11.31	15.45	12.62	12.91
	Industry Data							
Health & Educ.	6	60	1769.39	2816.00	1862.25	2611.38	2098.20	2137.19
(Part-time)	1	15	11.30	15.45	11.51	13.87	11.88	12.36
	Firm Size Data							
20 - 49	-	6	1806.80	2289.00	1885.50	1987.38	1922.77	1969.04
(Part-time)	-	3	11.30	14.82	11.30	14.82	11.31	12.48
50 - 99	-	14	1769.39	2816.00	1787.50	2199.18	2021.50	2065.75
100 - 399	3	11	1862.25	2695.88	1974.38	2353.00	2098.20	2139.76
400 plus	3	29	1860.02	2741.61	1860.02	2635.70	2119.46	2198.84
(Part-time)	1	10	11.51	13.87	11.51	12.23	11.88	12.02
	Geographic Area Data							
Regina	1	12	1860.02	2741.61	1860.02	2303.16	1976.37	2027.29
Saskatoon	1	21	1787.50	2816.00	1974.38	2430.46	2119.46	2143.11
(Part-time)	-	10	11.51	12.62	11.51	12.23	11.88	11.88
Major Urban	3	7	1885.50	2695.88	2031.25	2665.46	2572.36	2424.36
Minor Urban	-	7	1974.38	2549.00	1987.00	2261.57	2166.25	2172.46
Rural	1	13	1769.39	2353.00	1806.80	2199.18	1981.50	2007.18
(Part-time)	-	3	11.30	14.82	11.30	14.82	11.31	12.48

Morgue Attendant - 3159-178

Prepares bodies in morgue for use in dissecting rooms, usually in a hospital, or for release to specified personnel. Dissects part of body, as directed by pathologist. Keeps record of identifying data. May photograph specimens. May preserve specimens for medical museum.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	9	1	1976.37	2254.63	2102.42	2254.63	2175.14	2166.48
Union	9	1	1976.37	2254.63	2102.42	2254.63	2175.14	2166.48
Male	9	-	1976.37	2254.63	2119.46	2254.63	2175.14	2173.60
				Industry Data				
Health & Educ.	9	1	1976.37	2254.63	2102.42	2254.63	2175.14	2166.48
				Firm Size Data				
400 plus	8	1	1976.37	2254.63	2102.42	2254.63	2175.14	2164.17
				Geographic Area Data				
Regina	3	1	1976.37	2244.62	1976.37	2244.62	2138.78	2124.64

Combined Lab and X-ray Technologist - 3159-199

In a smaller establishment, performs the duties of both the Lab Technician and the Radiological Technician.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	53	1508.00	2738.14	1919.81	2190.51	2190.51	2133.61
Union	5	45	1753.17	2738.14	2046.42	2190.51	2190.51	2157.51
Non-union	-	8	1508.00	2512.00	1641.25	2204.38	2088.27	1984.24
Male	5	-	2190.51	2719.08	2190.51	2719.08	2190.51	2296.22
Female	-	53	1508.00	2738.14	1894.74	2190.51	2190.51	2118.27
Union	-	45	1753.17	2738.14	2046.42	2190.51	2190.51	2142.10
Non-union	-	8	1508.00	2512.00	1641.25	2204.38	2088.27	1984.24
All Employees (Part-time)	-	67	11.16	15.29	11.88	12.64	12.64	12.50
Union	-	60	11.16	15.29	11.88	12.64	12.64	12.46
Non-union	-	7	11.88	14.52	12.64	12.91	12.64	12.84
				Industry Data				
Health & Educ.	5	53	1508.00	2738.14	1919.81	2190.51	2190.51	2133.61
(Part-time)	-	67	11.16	15.29	11.88	12.64	12.64	12.50
				Firm Size Data				
1 - 19	-	5	1508.00	2512.00	1641.25	2512.00	1641.25	1901.38
20 - 49	1	32	1753.17	2719.08	1919.81	2190.51	2143.66	2119.95
(Part-time)	-	45	11.16	14.52	11.88	12.64	12.64	12.44
50 - 99	3	8	2053.00	2190.51	2053.00	2190.51	2190.51	2140.60
(Part-time)	-	10	11.16	12.64	11.16	12.64	12.34	12.20
100 - 399	1	7	2053.00	2738.14	2190.51	2649.76	2190.51	2325.18

Combined Lab and X-ray Technologist (continued)

(Monthly Rates)	Geographical Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Minor Urban	-	7	1508.00	2190.51	1641.25	2053.00	2053.00	1877.14
Rural	5	44	1753.17	2738.14	2046.42	2190.51	2190.51	2162.48
(Part-time)	-	63	11.16	15.29	11.88	12.64	12.64	12.51

Recreation and Arts

Commercial Artist - 3314-118

Creates and executes illustrations and designs for reproduction in newspapers, books and other publications, or for posters, signs and billboards. This category also includes sign-writers.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	4	5.00	22.14	6.34	15.55	15.12	12.53
Non-union	7	4	5.00	22.14	6.34	15.55	15.12	12.53
Male	7	-	5.00	22.14	8.75	15.55	15.12	13.09
Female	-	4	6.34	15.55	6.34	15.55	12.15	11.55
Industry Data								
Mfg. & Process.	7	3	5.00	22.14	8.75	15.55	15.34	13.15
Firm Size Data								
1 - 19	2	2	5.00	8.75	5.00	8.75	7.55	7.21
Geographic Area Data								
Regina	5	3	5.00	22.14	6.34	15.55	15.55	13.85

Editor, Senior - 3351-118

Directs gathering, selecting and editing of news for newspaper. Assigns reporting and photographic staff to cover various news events. Receives and rewrites or assigns for rewriting news copy. Shortens or lengthens items to fit allocated space on newspaper pages. Writes or directs writing of headlines.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	1	2000.00	5633.33	2300.00	3378.27	2885.44	3055.98
Non-union	7	1	2000.00	5633.33	2300.00	3378.27	2885.44	3055.98
Male	7	-	2000.00	5633.33	2300.00	3378.27	2737.54	3059.21
Industry Data								
Mfg. & Process.	7	1	2000.00	5633.33	2300.00	3378.27	2885.44	3055.98
Firm Size Data								
1 - 19	4	1	2000.00	3378.27	2300.00	3378.27	3033.33	2748.99

Advertising Copywriter, Newspaper - 3351-162

Composes written material to advertise products or services. Discusses themes and layout with client. May study product or service to determine principal selling features.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	4	4	8.94	19.49	8.97	13.80	11.52	12.04

Advertising Coyywriter, Newspaper (continued)

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Non-union	4	4	8.94	19.49	8.97	13.80	11.52	12.04
Female	-	4	10.68	19.49	10.68	19.49	13.08	14.08
				Industry Data				
Mfg. & Process.	4	4	8.94	19.49	8.97	13.80	11.52	12.04

Reporter, Junior - 3351-174-2

Under the supervision of the Editor or an experienced reporter collects or analyzes facts about newsworthy events by interview, investigation, or observation and writes newspaper stories conforming to editorial techniques and format.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	22	7	6.57	19.11	8.66	19.11	13.34	13.40
Non-union	22	7	6.57	19.11	8.66	19.11	13.34	13.40
Female	-	7	7.50	15.71	8.66	19.11	13.34	13.40
				Industry Data				
Mfg. & Process.	22	7	6.57	19.11	8.66	19.11	13.34	13.40

Reporter, Senior - 3351-174-4

Collects and analyzes facts about newsworthy events by interview, investigation or observation and writes newspaper stories conforming to prescribed editorial techniques and format.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	15	5	7.47	26.57	8.80	23.83	21.57	18.66
Non-union	15	5	7.47	26.57	8.80	23.83	21.57	18.66
Male	15	-	7.47	26.57	8.80	23.83	21.57	18.98
Female	-	5	9.09	23.83	11.50	23.83	20.29	17.71
				Industry Data				
Mfg. & Process.	15	5	7.47	26.57	8.80	23.83	21.57	18.66
				Firm Size Data				
1 - 19	2	2	7.47	11.50	7.47	11.50	10.30	9.89

Editorial Assistant - 3351-194

Participates in the editorial activities of the newspaper by assisting the editors in preparation of materials for publication.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Female	-	3	1473.33	3557.67	1473.33	3557.67	3205.00	2745.33
Non-union	-	3	1473.33	3557.67	1473.33	3557.67	3205.00	2745.33

Clerical

Receptionist/Secretary - 4111-110-1

Performs routine typing and clerical work in accordance with clearly defined procedures. Position frequently involves public contact through providing or obtaining information of a routine nature. Following training, may perform a variety of assignments with relative independence. Works under supervision of a senior secretary.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	3	490	736.53	2800.00	1100.00	1819.00	1517.00	1489.03
Union	-	281	970.00	2143.00	1428.00	1763.00	1525.00	1552.93
Non-union	3	209	736.53	2800.00	1000.00	1880.00	1380.63	1404.32
Male	3	-	1457.00	2207.83	1457.00	2207.83	1575.00	1746.61
Female	-	490	736.53	2800.00	1135.00	1819.00	1517.00	1487.45
Union	-	281	970.00	2143.00	1428.00	1763.00	1525.00	1552.93
Non-union	-	209	736.53	2800.00	1000.00	1880.00	1383.00	1399.40
All Employees (Part-time)	1	76	4.50	12.00	5.00	10.03	7.19	7.71
Union	-	33	5.50	10.03	6.13	10.03	9.39	8.88
Non-union	1	43	4.50	12.00	4.50	9.50	6.50	6.84
Female	-	76	4.50	12.00	5.00	10.03	7.25	7.72
Non-union	-	43	4.50	12.00	4.50	9.50	6.50	6.83
Industry Data								
Primary	1	13	1000.00	2207.83	1000.00	1930.00	1672.50	1678.91
Mfg. & Process.	1	42	909.83	2143.00	1110.00	2075.13	1500.00	1562.02
(Part-time)	-	3	6.00	7.00	6.00	7.00	6.00	6.33
Construction	-	15	1000.00	1733.00	1039.80	1588.17	1250.00	1285.24
Trans., Comm. & Util.	-	6	953.33	2017.21	1083.13	1661.00	1268.75	1375.36
(Part-time)	-	8	5.00	9.38	5.00	7.00	5.88	6.20
Wholesale	-	22	950.00	2230.00	1140.00	1854.67	1555.00	1516.40
Retail	-	22	823.18	1767.00	1025.00	1669.00	1191.94	1267.40
(Part-time)	-	6	5.00	9.24	5.00	7.00	6.00	6.37
Finance	-	50	900.00	2000.00	1146.00	1819.00	1504.50	1501.85
(Part-time)	-	5	5.50	10.05	5.75	10.05	7.00	7.10
Health & Educ.	-	191	970.00	2123.80	1383.00	1611.00	1517.00	1475 78
Service	-	42	736.53	1924.00	1056.00	1880.00	1337.71	1360.84
(Part-time)	-	13	4.50	7.50	4.50	7.11	5.00	5.52
Public Admin.	1	87	1202.50	2800.00	1422.00	1763.00	1574.65	1596.84
(Part-time)	1	13	6.13	9.71	6.13	9.30	7.31	7.71
Firm Size Data								
1 - 19	3	69	823.18	2800.00	1000.00	1825.00	1333.87	1409.40
(Part-time)	-	20	5.00	12.00	5.00	9.50	7.00	7.34
20 - 49	-	92	736.53	2230.00	970.00	1830.05	1359.59	1373.87
(Part-time)	1	18	5.00	11.53	5.00	9.30	6.81	7.10
50 - 99	-	56	1000.00	2151.00	1110.00	1930.00	1473.50	1514.37
(Part-time)	-	10	4.50	8.50	4.50	7.11	5.50	5.81
100 - 399	-	59	1056.00	2000.00	1321.00	1819.00	1574.65	1582.07
(Part-time)	-	5	4.50	10.05	4.70	10.05	5.00	6.70
400 plus	-	214	1135.33	1949.35	1428.00	1620.41	1525.00	1533.04

Receptionist/Secretary (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	-	98	736.53	2151.00	1057.33	1911.00	1525.00	1492.59
(Part-time)	-	15	4.50	10.05	4.50	9.50	7.00	6.36
Saskatoon	1	243	800.00	2230.00	1250.00	1718.34	1517.00	1511.69
(Part-time)	-	31	5.00	10.03	5.50	10.03	9.39	8.63
Major Urban	-	60	1024.83	2143.00	1150.00	1856.00	1532.00	1532.03
(Part-time)	-	3	5.50	6.00	5.50	6.00	5.75	5.75
Minor Urban	-	32	823.18	2800.00	1025.00	1823.00	1424.27	1446.67
(Part-time)	1	9	5.00	9.38	5.00	9.24	7.16	7.12
Rural	1	42	953.15	2123.80	970.00	1952.00	1200.00	1310.87
(Part-time)	-	17	5.75	12.00	6.00	9.71	6.81	7.71
Province-wide	1	15	1000.00	2207.83	1146.00	1718.30	1493.00	1523.90

Secretary, Junior - 4111-110-2

Performs varied typing and clerical functions according to established policies and procedures. Position involves public contact requiring some knowledge and judgement in explaining and interpreting regulations and procedures. Greater independence is exercised in completing assignments. Responsibilities may include reviewing the work of others or assisting them with difficulties.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	3	1057	728.00	2651.49	1511.00	1908.40	1698.00	1704.01
Union	-	934	1196.91	2651.49	1587.00	1908.40	1698.00	1726.28
Non-union	3	123	728.00	2407.17	1121.25	1940.00	1475.75	1538.97
Male	3	-	1458.00	1559.70	1458.00	1559.70	1507.71	1508.47
Non-union	3	-	1458.00	1559.70	1458.00	1559.70	1507.71	1508.47
Female	-	1057	728.00	2651.49	1523.00	1908.40	1698.00	1704.57
Union	-	934	1196.91	2651.49	1587.00	1908.40	1698.00	1726.28
Non-union	-	123	728.00	2407.17	1193.35	1945.00	1476.00	1539.72
All Employees (Part-time) Non-union	-	29	5.50	11.42	6.75	11.11	10.71	9.40
	Industry Data							
Primary	-	17	1126.66	2651.49	1755.00	2651.49	1950.00	2049.40
Mfg. & Process.	1	9	1507.71	2407.17	1640.00	2407.17	2278.25	2109.40
Construction	-	4	1475.50	1733.00	1475.50	1733.00	1573.18	1588.71
Trans., Comm. & Util.	-	72	1523.00	2383.33	1700.00	2033.98	1849.00	1882.24
Wholesale	-	12	1040.00	2099.50	1195.77	2099.50	1438.00	1515.43
Retail	-	13	860.00	1911.00	975.00	1807.65	1669.00	1541.08
Finance	-	36	1050.00	1906.00	1255.00	1885.41	1450.00	1492.22
(Part-time)	-	9	5.50	11.15	6.85	11.11	8.10	8.94
Health & Educ.	-	347	728.00	1852.00	1587.00	1767.00	1700.00	1665.55
(Part-time)	-	53	6.15	11.63	9.55	11.63	11.17	10.82
Service	1	20	900.00	1848.00	1218.75	1700.83	1499.33	1472.82
Public Admin.	1	527	1193.35	2292.33	1597.00	1908.40	1681.00	1718.99

Secretary, Junior (continued)

(Monthly Rates)

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	1	23	975.00	1852.00	1050.00	1759.33	1474.67	1494.93
(Part-time)	-	4	5.50	7.50	5.50	7.50	7.03	6.77
20 - 49	-	41	900.00	2000.00	1126.66	1733.00	1485.14	1467.98
(Part-time)	-	12	8.00	11.42	8.10	11.15	9.55	9.64
50 - 99	-	36	860.00	2182.00	1196.91	1793.74	1261.00	1399.51
(Part-time)	-	11	6.00	10.74	8.59	10.74	10.74	10.08
100 - 399	2	88	728.00	2651.49	1317.08	2119.46	1774.50	1737.50
(Part-time)	-	10	6.15	11.29	6.75	11.11	9.08	9.22
400 plus	-	869	1244.00	2407.17	1599.00	1854.23	1698.00	1730.07

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	1	203	900.00	2292.33	1493.00	1908.40	1767.00	1774.03
(Part-time)	-	8	7.50	11.15	8.05	11.11	10.06	9.66
Saskatoon	1	374	860.00	2407.17	1587.00	1852.00	1749.50	1727.56
Major Urban	-	74	728.00	2383.33	1196.91	1930.00	1604.69	1568.53
Minor Urban	1	25	1050.00	2182.00	1272.00	1940.00	1522.53	1583.92
(Part-time)	-	13	5.50	11.42	6.00	11.00	9.53	8.94
Rural	-	8	1121.25	2651.49	1193.35	2651.49	1975.75	1935.07
(Part-time)	-	4	7.21	10.71	7.21	10.71	9.19	9.07

Secretary, Senior - 4111-110-3

Performs supervisory or moderately complex typing and clerical work. Involves difficult clerical and secretarial functions frequently requiring independent decisions based on interpretations of policies and procedures of the unit served. Performs assignments with a high degree of independence, referring difficult problems or matters of policy to a superior. Assigns, supervises, and participates in the work of a small to moderate size clerical/secretarial staff, engaged in filing, keeping of records and the compiling and preparing of reports. Work is often of a confidential nature. May act as a department/unit head's secretary.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	3	810	1050.00	3220.00	1664.00	2175.98	1945.00	1939.04
Union	1	565	1221.00	2175.98	1812.00	2114.23	1945.00	1935.65
Non-union	2	245	1050.00	3220.00	1459.00	2470.00	1925.00	1946.82
Male	3	-	1885.00	2083.25	1885.00	2083.25	1930.00	1966.08
Female	-	810	1050.00	3220.00	1670.00	2175.98	1945.00	1938.94
Union	-	565	1221.00	2175.98	1812.00	2114.23	1945.00	1935.66
Non-union	-	245	1050.00	3220.00	1499.98	2470.00	1927.00	1946.51
All Employees (Part-time)								
Non-union	-	18	5.42	19.23	6.75	11.25	9.69	9.81

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Primary	-	23	1650.00	3220.00	2050.00	2710.00	2266.00	2359.85
Mfg. & Process.	-	33	1386.67	2877.33	1464.67	2541.50	1983.00	1977.65
Construction	-	3	1212.00	1449.50	1212.00	1449.50	1239.10	1300.20
Trans., Comm. & Util.	1	31	1450.00	2485.00	1733.00	2241.11	2105.00	2077.03
Wholesale	-	12	1100.00	2470.00	1542.67	2470.00	2244.41	2066.57
Retail	1	16	1169.78	2158.00	1300.00	2055.63	1906.67	1816.63
Finance	-	49	1050.00	2600.00	1500.00	2155.00	1722.50	1780.94
Health & Educ.	-	192	1066.00	2687.00	1670.66	1969.00	1969.00	1872.36
(Part-time)	-	14	5.42	12.95	6.55	12.95	9.69	9.61
Service	1	39	1400.00	2845.00	1500.01	2845.00	1944.50	2020.92
Public Admin.	-	412	1350.00	2424.50	1869.00	2175.98	1945.00	1949.66

Secretary, Senior (continued)

(Monthly Rates)

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	46	1050.00	2687.00	1400.00	2200.00	1795.00	1796.50
(Part-time)	-	6	8.25	19.23	8.63	11.00	9.81	11.12
20 - 49	1	56	1100.00	2600.00	1403.73	2083.00	1791.00	1793.34
(Part-time)	-	7	6.75	12.00	9.69	11.25	9.69	10.05
50 - 99	1	57	1169.78	2845.00	1513.00	2626.00	1824.50	1970.32
100 - 399	-	69	1066.00	2310.00	1400.00	2230.00	1827.00	1796.87
(Part-time)	-	5	5.42	10.67	6.55	10.67	7.25	7.90
400 plus	1	582	1600.00	3220.00	1879.00	2175.98	1945.00	1978.25

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	1	153	1384.62	2877.33	1700.00	2175.98	2000.01	2023.36
Saskatoon	1	228	1125.00	2845.00	1733.00	2175.98	1969.00	1970.64
(Part-time)	-	10	5.42	12.95	7.25	12.95	11.25	10.29
Major Urban	1	54	1066.00	2626.00	1170.00	2175.98	1687.00	1740.91
Minor Urban	-	29	1300.00	3220.00	1465.75	2310.00	1774.00	1863.77
Rural	-	23	1050.00	2266.00	1221.00	2250.00	1755.00	1696.03
(Part-time)	-	7	6.75	11.00	8.82	10.79	9.69	9.49

Executive Secretary - 4111-110-4

Performs independent, complex varied and senior level supervisory secretarial and clerical work or highly confidential executive secretarial work. Responsible for organizing and co-ordinating the assigned work and he/she may have access to confidential material. Requires employee to make independent decisions based on their knowledge of departmental/firm policies and procedures. Assigns, supervises and participates in the work of a large size clerical/secretarial staff. Work is often highly confidential. Acts as secretary to senior executive.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	273	999.38	3833.00	1671.00	2540.00	2136.00	2139.88
Union	1	46	1592.93	2454.27	1798.67	2454.27	2195.00	2169.01
Non-union	4	227	999.38	3833.00	1666.67	2574.00	2136.00	2133.96
Male	5	-	1950.00	3500.00	1950.00	3500.00	2384.33	2456.87
Non-union	4	-	1950.00	3500.00	1950.00	3500.00	2225.00	2475.00
Female	-	273	999.38	3833.00	1708.00	2570.40	2136.00	2134.08
Union	-	46	1592.93	2454.27	2031.00	2454.27	2195.00	2164.33
Non-union	-	227	999.38	3833.00	1700.00	2574.00	2136.00	2127.95
All Employees (Part-time)	-	11	10.00	14.00	11.38	13.69	11.52	12.11
Non-union	-	8	10.00	14.00	11.38	13.69	11.75	12.09

Executive Secretary (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Industry Data				
Primary	1	12	2250.00	3019.00	2250.00	3017.00	2575.00	2591.31
Mfg. & Process.	-	14	1559.70	2877.33	1666.00	2615.88	2192.00	2203.53
Construction	-	3	1650.00	2200.00	1650.00	2200.00	2015.00	1955.00
Trans., Comm. & Util.	-	10	1516.38	3250.00	1992.95	3000.00	2666.00	2533.93
Wholesale	-	5	1343.33	2199.99	1646.67	2199.99	1700.00	1793.92
Finance	-	13	1500.01	3833.00	1538.46	2683.00	2350.00	2318.72
Health & Educ.	3	39	1205.00	3500.00	1213.00	2215.00	2195.00	2078.71
Service	-	15	999.38	2415.83	1550.00	2340.00	1957.00	1857.55
				Firm Size Data				
1 - 19	2	25	999.38	3500.00	1500.00	2350.00	1700.00	1983.19
20 - 49	-	18	1516.38	3833.00	1592.93	3000.00	2046.30	2168.79
50 - 99	-	19	1500.01	3017.00	1700.00	2626.00	2300.00	2181.36
100 - 399	2	38	1205.00	2800.00	1415.00	2583.00	2132.50	2114.83
400 plus	1	173	1343.33	2877.33	1897.00	2454.27	2136.00	2162.44
				Geographic Area Data				
Regina	1	47	999.38	2877.33	1582.00	2666.00	2197.50	2221.68
Saskatoon	-	47	1500.00	3833.00	1666.00	2500.00	2195.00	2186.52
Major Urban	2	21	1205.00	2872.83	1205.00	2376.00	1875.00	1957.80
Minor Urban	-	13	1516.38	3250.00	1592.93	2318.00	1890.01	1984.42
Rural	1	13	1500.00	3500.00	1500.00	2583.00	2012.48	2174.26

Legal Secretary - 4111-110-8

Schedules appointments and gives information to callers. Takes dictation in shorthand or on stenotype machine and transcribes on a typewriter. Makes up client records and files them for future reference. Will have gained familiarity with legal terminology and procedures through formal training or previous work experience.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	11	241	950.00	2900.00	1225.00	2060.00	1650.00	1675.16
Non-union	11	205	950.00	2900.00	1200.00	2079.60	1600.00	1630.59
Female	-	241	950.00	2900.00	1225.00	2070.71	1675.00	1679.81
Non-union	-	205	950.00	2900.00	1200.00	2086.00	1600.00	1633.66
All Employees (Part-time)	-	28	5.00	13.40	7.50	13.15	10.71	10.44
Non-union	-	21	5.00	13.40	7.50	13.29	10.85	10.22
				Industry Data				
Service	11	241	950.00	2900.00	1225.00	2060.00	1650.00	1675.16
(Part-time)	-	28	5.00	13.40	7.50	13.15	10.71	10.44
				Firm Size Data				
1 - 19	11	100	950.00	2900.00	1100.00	2026.00	1500.00	1545.47
(Part-time)	-	17	5.00	13.40	7.50	13.29	10.85	10.23
20 - 49	-	52	1150.00	2610.00	1358.00	2101.00	1785.50	1779.27

Legal Secretary (continued)

(Monthly Rates)

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	-	49	1100.00	2610.00	1320.00	2086.00	1798.00	1764.49
Saskatoon	-	95	950.00	2900.00	1150.00	2086.00	1565.00	1598.36
Major Urban	6	33	1056.00	2900.00	1300.00	2079.60	1600.00	1692.41
(Part-time)	-	6	6.00	12.00	9.54	11.11	10.50	9.94
Minor Urban	5	26	975.00	2300.00	1100.00	1850.00	1500.00	1463.09
(Part-time)	-	4	5.00	10.56	5.00	10.56	9.05	8.42

Word Processor Operator - 4113-001-0

Operates video-console typewriter or other keyboard device to record and amend data on tapes, disks or other media. Proofreads data. Labels recording media and stores or routes it to data control centre.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	63	1000.00	2095.00	1371.00	1733.16	1648.00	1627.48
Non-union	-	32	1000.00	2095.00	1250.00	1926.17	1648.00	1570.11

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Finance	-	21	1371.00	1926.17	1397.00	1685.67	1648.00	1605.17
Service	-	4	1000.00	1970.00	1000.00	1970.00	1700.00	1592.50

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	-	4	1000.00	1970.00	1000.00	1970.00	1250.00	1367.50
50 - 99	-	7	1540.50	2095.00	1638.00	1926.17	1700.00	1776.52
400 plus	-	48	1115.83	1733.16	1454.00	1733.16	1648.00	1620.64

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Saskatoon	-	13	1250.00	1850.33	1540.50	1733.16	1638.00	1643.02
Major Urban	-	4	1000.00	1970.00	1000.00	1970.00	1813.58	1649.29
Province-wide	-	18	1250.00	1700.00	1385.00	1648.00	1648.00	1556.56

Assistant Accountant - 4130-130

Co-ordinates activities of personnel in one or more departments of a bank such as savings, current accounts, foreign exchange, cash clearing, credit or proof.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	2	53	1500.00	2506.99	1761.50	1898.00	1761.50	1809.06
Non-union	2	46	1500.00	2042.00	1761.50	1761.50	1761.50	1766.03
Female	-	53	1500.00	2506.99	1761.50	1898.00	1761.50	1810.86
Non-union	-	46	1500.00	2042.00	1761.50	1761.50	1761.50	1766.23

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Finance	2	53	1500.00	2506.99	1761.50	1898.00	1761.50	1809.06

Bookkeeper, Junior - 4131-114-2

Under supervision, keeps complete records of financial transactions of establishment or undertaking. May prepare financial statements and accounts for the year or other specified period, calculate and arrange payment of wages, prepare and mail statements of accounts to customers.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	13	167	866.67	2750.00	1350.00	2000.01	1781.00	1737.24
Union	1	113	1303.25	1859.00	1632.00	1844.74	1781.00	1773.10
Non-union	12	54	866.67	2750.00	1126.67	2234.00	1579.50	1675.29
Male	13	-	1405.00	2750.00	1405.00	2500.00	2188.33	2092.65
Non-union	12	-	1405.00	2750.00	1405.00	2500.00	2211.17	2113.31
Female	-	167	866.67	2565.03	1350.00	1844.74	1781.00	1709.57
Non-union	-	54	866.67	2565.03	1000.00	2234.00	1539.36	1577.95
All Employees (Part-time)	6	32	5.25	12.50	6.72	11.42	9.13	9.03
Union	5	17	6.43	11.42	7.02	11.42	10.30	9.55
Non-union	1	15	5.25	12.50	6.00	11.00	7.75	8.32
Male	6	-	7.02	12.50	8.21	11.08	10.46	9.96
Union	5	-	7.02	11.08	8.21	11.08	10.46	9.45
Female	-	32	5.25	12.00	6.43	11.42	8.60	8.86
Union	-	17	6.43	11.42	7.02	11.42	10.17	9.59
Non-union	-	15	5.25	12.00	6.00	11.00	7.50	8.04

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	5	11	1300.00	2500.00	1375.01	2188.33	1602.98	1725.72
(Part-time)	1	3	8.00	12.50	8.00	12.50	9.18	9.71
Construction	-	7	1000.00	1700.00	1111.73	1560.00	1230.43	1314.55
(Part-time)	-	4	6.00	11.00	6.00	11.00	8.00	8.25
Wholesale	1	6	1156.35	2750.00	1350.00	1947.83	1603.33	1734.30
Retail	-	18	866.67	2565.03	975.68	2184.00	1822.23	1623.27
(Part-time)	1	10	5.25	10.38	6.43	8.85	7.02	7.40
Service	6	17	1200.00	2234.00	1405.00	2234.00	1640.00	1793.91
(Part-time)	-	3	7.00	12.00	7.00	12.00	9.41	9.47

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	18	975.68	2000.01	1000.00	1750.00	1440.69	1411.99
(Part-time)	1	11	6.00	12.00	6.00	11.00	7.75	7.97
20 - 49	7	28	866.67	2750.00	1303.25	2234.00	1603.33	1759.65
(Part-time)	1	3	5.25	12.50	5.25	12.50	8.94	8.91
50 - 99	3	7	892.50	2500.00	1350.00	2199.17	1526.12	1670.59
(Part-time)	-	3	8.35	10.00	8.35	10.00	9.41	9.25
100 - 399	2	11	1517.97	2333.00	1600.00	2188.33	1859.00	1865.99

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	2	6	1300.00	2188.33	1350.00	2188.33	1676.67	1698.83
Saskatoon	-	16	975.68	1947.83	1260.00	1859.00	1580.39	1576.98
Major Urban	8	71	866.67	2750.00	1500.00	2234.00	1844.74	1794.25
(Part-time)	-	4	6.00	12.00	6.00	12.00	9.00	9.00
Minor Urban	2	7	892.50	2199.17	1230.43	2062.00	1600.00	1587.84
(Part-time)	-	4	8.00	10.00	8.00	10.00	8.00	8.50
Rural	1	14	996.48	2565.03	1000.00	2500.00	1559.70	1678.35
(Part-time)	-	7	5.25	10.38	6.00	8.35	7.00	7.34

Bookkeeper, Senior - 4131-114-4

Under general direction, keeps complete records of financial transactions of establishment or undertaking. May prepare financial statements and accounts for the year or other specified period, calculate and arrange payment of wages, prepare and mail statements of accounts to customers. May supervise junior bookkeepers or junior accountants.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	34	202	912.50	4008.33	1500.00	2483.00	2054.00	2013.13
Union	4	103	1400.00	2482.00	1891.50	2153.67	2054.00	2028.45
Non-union	30	99	912.50	4008.33	1386.40	2740.00	1900.00	2000.43
Male	34	-	1056.00	3834.00	1600.00	3180.00	2400.00	2378.16
Union	4	-	1400.00	2482.00	1400.00	2482.00	1791.00	1866.00
Non-union	30	-	1056.00	3834.00	1787.50	3180.00	2479.34	2446.45
Female	-	202	912.50	4008.33	1500.00	2195.00	2054.00	1951.69
Union	-	103	1500.00	2482.00	1915.00	2153.67	2054.00	2034.75
Non-union	-	99	912.50	4008.33	1357.72	2400.00	1800.00	1865.27
All Employees (Part-time)	4	35	5.00	18.00	7.75	13.17	11.87	11.01
Non-union	1	15	5.00	18.00	7.50	10.00	8.50	9.24
Female	-	35	6.00	18.00	8.00	13.17	11.87	11.04
Non-union	-	15	6.00	18.00	7.69	13.04	9.00	9.52
			Industry Data					
Primary	2	5	1516.38	2860.00	1559.70	2467.00	1820.00	1985.40
Mfg. & Process.	9	29	1200.00	3180.00	1500.00	2614.00	2010.00	2021.80
(Part-time)	-	5	8.00	10.00	8.00	10.00	8.00	8.60
Construction	2	4	1787.50	2665.00	1814.45	2299.98	2055.40	2112.95
Trans., Comm. & Util.	2	7	953.15	3000.00	2121.00	2850.00	2195.00	2235.76
Wholesale	6	13	1300.00	4008.33	1450.00	3453.67	2350.00	2347.73
Retail	3	29	1045.63	3000.00	1500.00	2153.67	1844.98	1880.65
(Part-time)	-	3	6.00	9.94	6.00	9.94	7.75	7.90
Finance	4	6	1276.17	3834.00	1400.00	3237.00	2218.00	2258.55
Health & Educ.	1	5	1357.72	2318.00	1416.67	2175.00	1622.00	1751.90
Service	4	18	912.50	2333.00	1056.00	2030.00	1867.50	1719.03
			Firm Size Data					
1 - 19	13	40	953.15	3100.00	1300.00	2400.00	1800.00	1847.48
(Part-time)	1	10	5.00	18.00	6.00	10.00	8.00	8.86
20 - 49	9	35	912.50	3834.00	1386.40	2850.00	2000.14	2025.73
50 - 99	3	15	1400.00	3180.00	1516.38	2362.50	1738.20	1927.24
100 - 399	9	29	1056.00	3000.00	1727.38	2482.00	2141.75	2062.75
			Geographic Area Data					
Regina	8	41	912.50	4008.33	1450.00	2500.00	2121.00	2043.12
(Part-time)	-	5	7.50	18.00	9.94	18.00	10.00	11.09
Saskatoon	12	28	1256.43	3834.00	1400.00	2916.33	2100.50	2131.70
Major Urban	7	25	953.15	2738.67	1276.17	2482.00	1884.98	1911.75
Minor Urban	2	18	1227.20	3100.00	1430.00	2150.00	1713.69	1799.09
Rural	5	11	1357.72	3180.00	1500.00	2860.00	1758.00	2025.76
(Part-time)	-	7	6.00	10.00	8.00	10.00	8.00	8.43

Cost Clerk - 4131-126-0

Calculates wage, material, overhead and other operating costs of an establishment. Maintains ledgers and records to account for various costs.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	17	18	800.00	5462.17	1657.50	3013.83	2184.00	2323.50
Union	7	9	1767.00	2339.91	1958.00	2339.91	2195.00	2138.58
Non-union	10	9	800.00	5462.17	1375.00	3761.33	2132.00	2479.22
Male	17	-	1950.00	5462.17	2050.00	3761.33	2234.54	2745.90
Union	7	-	1998.00	2339.91	2109.00	2234.54	2234.54	2193.79
Non-union	10	-	1950.00	5462.17	2050.00	4747.17	2816.67	3132.38
Female	-	18	800.00	2816.67	1375.00	2339.91	1988.00	1924.56
Union	-	9	1767.00	2339.91	1767.00	2339.91	2164.68	2095.64
Non-union	-	9	800.00	2816.67	1300.00	2340.00	1657.50	1753.49
Industry Data								
Mfg. & Process.	6	7	1300.00	2816.67	1950.00	2665.00	2184.00	2174.48
Wholesale	6	4	1480.00	5462.17	1657.50	4747.17	2654.12	3011.01
Firm Size Data								
20 - 49	5	2	800.00	5462.17	1657.50	4747.17	3013.83	3070.29
50 - 99	1	4	1300.00	2132.00	1375.00	2132.00	1480.00	1661.00
100 - 399	5	8	1767.00	2574.00	1767.00	2340.00	2184.00	2160.57
400 plus	5	3	1950.00	2968.33	1950.00	2816.67	2234.54	2338.86
Geographic Area Data								
Regina	6	3	800.00	2968.33	1480.00	2340.00	2234.54	2052.66
Saskatoon	10	12	1300.00	5462.17	1657.50	3761.33	2174.34	2465.46

Accounting Clerk, Junior - 4131-134-2

Under supervision, performs a variety of calculating, posting and typing duties to accomplish accounting. May compute using calculating machine and record interest charges, costs of lost or damaged goods, refunds and similar items. Requires very little knowledge of accounting or bookkeeping principles. Work of routine nature.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	63	662	950.00	2800.00	1405.00	1844.74	1740.18	1713.57
Union	48	486	1198.99	2651.49	1579.00	1844.74	1797.99	1769.49
Non-union	15	176	950.00	2800.00	1256.57	1780.00	1594.00	1557.22
Male	63	-	1155.00	2800.00	1386.40	2175.25	1792.40	1770.07
Union	48	-	1341.00	2530.13	1669.00	2175.25	1844.74	1840.31
Non-union	15	-	1155.00	2800.00	1280.00	1594.00	1594.00	1545.32
Female	-	662	950.00	2651.49	1405.00	1844.74	1740.18	1708.19
Union	-	486	1198.99	2651.49	1579.00	1844.74	1792.40	1762.50
Non-union	-	176	950.00	2439.67	1258.00	1780.00	1594.00	1558.23
All Employees (Part-time)	-	12	7.28	12.34	7.75	12.34	9.07	9.34
Union	-	3	7.28	9.24	7.28	9.24	8.62	8.38
Non-union	-	9	7.75	12.34	8.30	12.34	9.54	9.65

Accounting Clerk, Junior (continued)

(Monthly Rates) **Industry Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Primary	3	16	1200.00	2800.00	1462.00	2651.49	1975.00	2063.79
Mfg. & Process.	2	31	975.00	2530.13	1300.00	2439.67	1750.00	1797.91
Trans., Comm. & Util.	2	5	1100.00	1784.00	1135.33	1386.40	1300.00	1328.88
Wholesale	4	18	1256.67	2209.83	1300.00	2209.83	1586.00	1691.41
Retail	9	67	950.00	2000.00	1210.00	1767.00	1604.00	1537.44
(Part-time)	-	7	7.28	9.62	8.62	9.60	9.24	8.97
Finance	8	109	1198.99	2201.33	1280.00	1594.00	1594.00	1540.45
Health & Educ.	2	24	1179.00	1827.00	1475.00	1794.00	1540.50	1569.88
Service	-	8	1258.00	2033.33	1416.00	1990.00	1552.50	1622.17
Public Admin.	33	381	1321.00	1930.00	1688.09	1844.74	1844.74	1793.24
Firm Size Data								
1 - 19	-	15	950.00	2201.33	1200.00	1700.00	1300.00	1371.53
20 - 49	2	28	1100.00	2000.00	1200.00	1750.00	1393.20	1469.53
50 - 99	7	45	1125.02	2800.00	1198.99	1926.17	1453.50	1544.16
100 - 399	26	189	1179.00	2651.49	1512.33	1894.00	1594.00	1685.22
(Part-time)	-	5	7.28	12.34	8.62	12.34	9.24	9.96
400 plus	28	385	975.00	2439.67	1688.09	1844.74	1844.74	1779.81
Geographic Area Data								
Regina	22	284	975.00	2201.33	1565.00	1844.74	1740.18	1699.88
Saskatoon	20	212	1155.00	2530.13	1336.01	1844.74	1740.18	1703.48
Major Urban	7	47	950.00	2000.00	1321.00	1844.74	1740.18	1676.21
Minor Urban	2	12	1287.62	1904.57	1384.67	1904.57	1615.65	1646.45
Rural	-	8	1750.00	2651.49	1975.00	2651.49	2651.49	2382.27

Accounting Clerk, Senior - 4131-134-4

Under general direction, performs a variety of calculating, posting and typing duties to accomplish accounting. May compute using calculating machine and record interest charges, costs of lost or damaged goods, refunds and similar items. Possesses knowledge of general accounting principles. Work of more complex nature.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	92	753	975.00	3460.00	1674.00	2140.00	2049.02	1987.65
Union	68	606	1110.85	2725.00	1873.82	2082.17	2049.02	2017.21
Non-union	24	147	975.00	3460.00	1391.00	2422.00	1850.00	1871.11
Male	92	-	975.00	3460.00	1873.82	2725.00	2049.02	2131.79
Union	68	-	1849.00	2725.00	1873.82	2283.67	2049.02	2080.29
Non-union	24	-	975.00	3460.00	1231.00	3000.00	2314.34	2277.73
Female	-	753	1110.85	3276.00	1672.00	2052.00	2049.02	1970.03
Union	-	606	1110.85	2654.96	1873.82	2049.02	2049.02	2010.13
Non-union	-	147	1126.67	3276.00	1399.99	2209.00	1800.00	1804.72
All Employees (Part-time)	1	11	6.75	14.40	7.00	13.75	10.61	10.17
Non-union	1	9	7.00	14.40	8.00	13.75	11.11	10.77
Female	-	11	6.75	14.40	7.00	13.75	11.00	10.31
Non-union	-	9	7.00	14.40	8.00	13.75	11.22	11.01

Accounting Clerk, Senior (continued)

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	9	18	1300.00	3000.00	1900.00	2654.96	2201.33	2279.76
Mfg. & Process.	8	36	1110.85	3460.00	1500.00	2562.63	1997.58	2024.73
Construction	1	6	1155.00	1993.33	1399.99	1820.00	1400.00	1531.47
Trans., Comm. & Util.	4	5	1350.00	2039.00	1501.00	2039.00	1897.00	1817.00
Wholesale	7	24	1200.00	3141.67	1550.00	2267.46	2007.29	1953.45
Retail	14	38	975.00	2495.00	1256.67	2361.00	2093.69	1907.13
Finance	1	50	1452.00	2730.00	1602.00	2153.67	1905.00	1878.99
Health & Educ.	4	36	1231.00	2263.56	1524.00	2113.00	1800.50	1790.48
(Part-time)	1	3	7.55	12.02	7.55	12.02	9.41	9.60
Service	3	8	1240.00	2725.00	1450.00	2400.00	1975.00	1922.77
Public Admin.	41	532	1422.00	2332.00	1873.82	2049.02	2049.02	2013.12
Firm Size Data								
1 - 19	3	26	1126.67	3460.00	1300.00	2126.39	1600.00	1723.59
(Part-time)	-	4	7.00	13.75	7.00	13.75	9.50	9.94
20 - 49	10	63	975.00	3000.00	1391.00	2400.00	1800.00	1833.41
(Part-time)	-	3	6.75	14.40	6.75	14.40	11.50	10.88
50 - 99	5	30	1110.85	3000.00	1422.00	2441.83	1800.00	1868.16
100 - 399	26	91	1231.00	2866.00	1672.00	2361.00	2048.97	2040.29
400 plus	48	543	1618.00	3276.00	1873.82	2049.02	2049.02	2016.31
Geographic Area Data								
Regina	27	292	975.00	3276.00	1849.00	2049.02	2049.02	1990.05
Saskatoon	31	182	1150.00	3460.00	1672.00	2209.00	2049.02	2009.96
Major Urban	11	80	1155.00	2800.00	1533.00	2259.00	2048.97	1942.51
(Part-time)	1	2	8.60	11.00	8.60	11.00	10.21	9.94
Minor Urban	5	20	1200.00	2173.18	1459.60	2173.18	1943.50	1848.35
Rural	2	17	1110.85	2866.00	1250.00	2654.96	1876.30	1905.86
(Part-time)	-	3	6.75	13.75	6.75	13.75	7.55	9.35

Teller - 4133-110-0

Receives and pays out money, keeps records of money and negotiable instruments involved in various bank transactions, prepares bank statements and reconciles errors or discrepancies in bank records and accounts.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	7	269	893.75	2042.00	1355.00	1819.00	1382.75	1460.06
Union	2	44	1334.99	1819.00	1570.00	1819.00	1819.00	1736.93
Non-union	5	225	893.75	2042.00	1340.63	1525.98	1382.75	1404.68
Male	7	-	1355.00	1819.00	1355.00	1544.01	1382.75	1456.22
Female	-	269	893.75	2042.00	1355.00	1819.00	1382.75	1460.16
Union	-	44	1334.99	1819.00	1570.00	1819.00	1819.00	1739.45
Non-union	-	225	893.75	2042.00	1340.63	1551.51	1382.75	1405.54
All Employees (Part-time)	3	98	7.63	13.09	8.98	11.66	8.98	9.71
Union	1	40	8.11	11.66	9.00	11.66	11.24	10.66
Non-union	2	58	7.63	13.09	8.50	9.23	8.98	9.06
Female	-	98	7.63	13.09	8.98	11.66	8.98	9.73
Non-union	-	58	7.63	13.09	8.50	9.23	8.98	9.07

Teller (continued)

(Monthly Rates)

Industry Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Finance	7	269	893.75	2042.00	1355.00	1819.00	1382.75	1460.06
(Part-time)	3	98	7.63	13.09	8.98	11.66	8.98	9.71

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	22	893.75	1625.00	1080.63	1376.00	1340.63	1288.14
20 - 49	-	22	1314.00	2042.00	1338.33	1826.00	1628.00	1619.85
(Part-time)	-	6	7.63	10.22	8.33	9.50	8.63	8.82
50 - 99	1	27	1291.98	1932.99	1307.00	1752.99	1544.01	1563.81
(Part-time)	1	21	8.11	13.09	8.32	11.24	9.35	9.65
100 - 399	4	55	1355.00	1982.00	1355.00	1819.00	1652.00	1605.32
(Part-time)	2	71	8.98	11.66	8.98	11.66	8.98	9.80

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	3	30	1332.00	1982.00	1355.00	1516.67	1355.00	1402.54
Major Urban	1	27	1291.98	1932.99	1307.00	1752.99	1544.01	1563.81
(Part-time)	1	21	8.11	13.09	8.32	11.24	9.35	9.65
Minor Urban	-	15	1213.72	2042.00	1251.25	2042.00	1661.00	1604.65
Rural	-	22	893.75	1628.00	1080.63	1628.00	1340.63	1362.33

Head Cashier - 4130-114

Supervises the work of cashiers in a retail outlet.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	1	11	955.71	2665.00	986.05	1733.33	1386.40	1429.95
Non-union	1	11	955.71	2665.00	986.05	1733.33	1386.40	1429.95
Female	-	11	955.71	2665.00	986.05	1733.33	1386.40	1433.90

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Retail	1	11	955.71	2665.00	986.05	1733.33	1386.40	1429.95

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	5	955.71	1600.00	1039.80	1600.00	1067.99	1209.98
100 - 399	1	2	1367.34	1733.33	1367.34	1733.33	1386.40	1495.69

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	-	4	1067.99	2665.00	1067.99	2665.00	1550.34	1708.42
Saskatoon	1	2	1386.40	1600.00	1386.40	1600.00	1500.00	1495.47

Cashier, Retail Trade - 4133-118-7

Receives and records cash from customers in establishments. Wraps or places merchandise in bags or boxes.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	188	350	4.50	13.37	5.72	12.81	12.00	10.08
Union	183	166	6.86	13.37	12.00	12.81	12.03	11.99
Non-union	5	184	4.50	10.10	5.00	8.14	6.50	6.57

Cashier, Retail Trade (continued)

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Male	188	-	5.50	13.37	9.24	12.81	12.03	11.94
Union	183	-	9.24	13.37	12.00	12.81	12.03	12.09
Female	-	350	4.50	12.81	5.50	12.03	8.83	9.08
Union	-	166	6.86	12.81	12.00	12.03	12.03	11.87
Non-union	-	184	4.50	10.10	5.00	8.25	6.50	6.57
All Employees (Part-time)	77	417	4.50	14.43	4.80	9.24	5.90	6.42
Union	37	152	4.50	14.43	4.60	10.39	6.83	7.73
Non-union	40	265	4.50	10.00	4.80	6.80	5.28	5.60
Male	77	-	4.50	11.91	4.60	8.00	4.90	5.87
Female	-	417	4.50	14.43	4.80	9.24	6.00	6.52
Union	-	152	4.50	14.43	4.81	11.28	7.72	8.05
Non-union	-	265	4.50	10.00	4.80	6.80	5.40	5.64
Industry Data								
Retail	183	253	4.50	13.37	6.00	12.81	12.00	10.81
(Part-time)	38	244	4.50	14.43	4.70	10.39	6.83	7.08
Service	-	6	5.00	6.50	5.00	6.50	5.40	5.63
(Part-time)	-	15	4.50	6.50	4.50	5.85	5.00	4.99
Firm Size Data								
1 - 19	8	13	4.95	12.81	5.50	12.81	12.00	9.89
(Part-time)	-	5	4.50	7.00	4.75	7.00	4.75	5.40
20 - 49	6	31	5.00	12.81	5.50	12.81	6.86	8.38
(Part-time)	-	32	4.50	9.20	4.50	6.93	5.11	5.42
50 - 99	-	11	5.40	12.24	5.50	11.91	9.20	9.21
(Part-time)	3	60	4.50	11.91	4.70	7.99	6.00	6.32
100 - 399	169	204	4.50	13.37	6.50	12.81	12.03	11.07
(Part-time)	22	77	4.50	9.24	4.60	9.24	6.00	6.37
400 plus (Part-time)	52	243	4.80	14.43	4.80	10.00	6.08	6.58
Geographic Area Data								
Regina	57	152	4.75	12.81	5.40	12.00	7.48	8.57
(Part-time)	53	286	4.50	14.43	4.80	9.50	6.00	6.48
Saskatoon	50	58	4.50	13.37	6.10	12.81	12.00	10.75
(Part-time)	-	35	4.50	8.65	4.50	6.50	5.50	5.52
Major Urban	14	24	4.95	12.81	6.25	12.81	12.00	11.26
(Part-time)	24	33	4.50	11.91	4.60	6.00	4.90	5.73
Minor Urban (Part-time)	-	39	4.55	9.24	5.66	9.24	9.24	8.18
Rural	-	22	5.00	9.20	5.00	8.48	6.30	6.56
(Part-time)	-	24	4.50	9.20	4.50	8.51	5.11	5.68

Cashier, Hotels and Motels - 4133-122-5

Receives money from customers in payment for goods and services, disburses funds and records amounts received.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	2	13	5.00	13.23	5.00	8.93	6.08	6.93
Non-union	2	13	5.00	13.23	5.00	8.93	6.08	6.93
Female	-	13	5.00	13.23	5.00	8.93	6.08	7.00

Cashier, Hotels and Motels (continued)

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Part-time)	-	7	5.25	10.71	6.78	7.54	7.01	7.36
Industry Data								
Service	2	9	5.00	7.50	5.00	7.50	6.00	6.13
Firm Size Data								
1 - 19	1	10	5.00	13.23	5.00	8.93	6.00	6.97
Geographic Area Data								
Rural	1	8	5.00	7.50	5.00	7.50	6.00	6.06

Office Machine Operator, Junior - 4141-001-2

Operates bookkeeping machine, billing machine, or calculating machine to record, or process information. Duties of a routine or repetitive nature.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	17	1096.01	2164.50	1113.00	2141.75	1261.62	1485.88
Union	-	6	1096.01	2164.50	1261.62	2164.00	2141.75	1828.27
Non-union	-	11	1113.00	1789.99	1113.00	1785.33	1235.00	1299.12
Industry Data								
Mfg. & Process.	-	5	1785.33	2164.50	2141.75	2164.50	2141.75	2079.47
Finance	-	6	1096.01	1789.99	1113.00	1313.00	1189.00	1281.67
Firm Size Data								
1 - 19	-	4	1113.00	1789.99	1113.00	1789.99	1131.50	1291.50
20 - 49	-	3	1235.00	1300.00	1235.00	1300.00	1261.62	1265.54
Geographic Area Data								
Regina	-	4	1261.62	2141.75	1261.62	2141.75	1963.54	1832.61
Saskatoon	-	6	1096.01	2164.50	1113.00	2164.00	1174.00	1480.92

Office Machine Operator, Senior - 4141-001-4

Operates bookkeeping machine, billing machine, or calculating machine to record, or process information. Duties of advanced or complicated nature.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	1	4	1456.63	2190.00	1521.55	2190.00	1660.84	1739.80
Non-union	1	3	1456.63	2190.00	1456.63	2190.00	1765.42	1794.37
Female	-	4	1456.63	1870.00	1456.63	1870.00	1591.20	1627.26

Proof-Machine Operator - 4141-122-0

Sorts, records and proves records of bank transactions such as cheques, deposit slips and withdrawal slips, using proof machine. May be designated according to trade name of machine used.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	8	1405.92	1843.99	1492.31	1843.99	1752.99	1704.45
Non-union	-	5	1405.92	1843.99	1492.31	1843.99	1790.43	1675.33
Industry Data								
Finance	-	8	1405.92	1843.99	1492.31	1843.99	1752.99	1704.45

Data Entry Operator, Junior - 4143-034-2

Operates a type of data capture machine such as key-punch machine, optical character reader or direct data entry machine. Work of a standard and repetitive nature. Processes non-complex documents.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	6	78	866.50	2528.00	1259.38	2090.66	1762.00	1673.90
Union	4	53	1076.19	2237.30	1445.32	1949.35	1819.00	1749.43
Non-union	2	25	866.50	2528.00	1175.00	1963.00	1450.00	1514.44
Male	6	-	1150.00	2528.00	1819.00	2117.44	1957.14	1921.45
Female	-	78	866.50	2237.30	1275.00	1949.35	1674.00	1654.85
Union	-	53	1076.19	2237.30	1424.53	1949.35	1787.50	1733.34
Non-union	-	25	866.50	2141.75	1183.00	1963.00	1450.00	1488.47
All Employees (Part-time)	-	11	6.35	11.38	8.03	11.29	10.01	9.72
Union	-	4	10.84	11.38	10.84	11.38	11.07	11.09
Non-union	-	7	6.35	11.01	8.03	10.01	9.00	8.94
Industry Data								
Primary	-	3	1300.00	2237.30	1300.00	2237.30	1510.00	1682.43
Mfg. & Process.	-	23	1076.19	2174.00	1250.00	2164.00	1587.43	1664.87
Wholesale	5	13	1141.83	2528.00	1183.00	2090.66	1475.00	1567.45
Retail (Part-time)	-	6	8.03	11.29	8.57	10.84	10.22	9.86
Finance	1	13	1175.00	2106.00	1275.00	1910.00	1819.00	1728.79
Firm Size Data								
1 - 19	1	3	1150.00	1910.00	1150.00	1910.00	1312.19	1421.10
50 - 99	1	16	1076.19	2528.00	1250.00	1587.43	1533.71	1507.05
100 - 399	1	26	1341.00	2237.30	1573.00	2164.00	1819.00	1822.06
(Part-time)	-	5	8.57	11.29	10.01	11.29	10.84	10.31
400 plus	-	20	1183.00	1963.00	1510.00	1949.35	1842.00	1765.52
Geographic Area Data								
Regina	4	21	1183.00	2528.00	1597.00	2117.44	1900.17	1825.77
(Part-time)	-	3	10.01	11.29	10.01	11.29	11.01	10.77
Saskatoon	1	48	866.50	2237.30	1275.00	1859.00	1767.00	1660.99
(Part-time)	-	7	6.35	11.38	8.03	10.84	9.60	9.37

Data Entry Operator, Senior - 4143-034-4

Operates a type of data capture machine such as key-punch machine, optical character reader or direct data entry machine. Processes complex source documents, prepares drum cards and provides guidance to junior operators.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	3	110	1198.99	2283.67	1461.01	2149.33	1723.00	1775.07
Union	3	83	1198.99	2283.67	1461.01	2054.00	1723.00	1775.78
Non-union	-	27	1283.75	2223.00	1356.33	2149.33	1775.00	1772.82
Female	-	110	1198.99	2283.67	1461.01	2125.00	1723.00	1765.19
Union	-	83	1198.99	2283.67	1461.01	2054.00	1723.00	1762.71
All Employees (Part-time)	-	12	9.65	13.77	9.89	13.77	11.05	11.20
				Industry Data				
Primary	-	8	1775.00	2092.00	1780.00	2043.21	1904.57	1917.37
Mfg. & Process.	-	8	1512.33	2223.00	1535.00	2223.00	1905.67	1882.78
Wholesale	2	9	1292.00	2267.46	1356.33	2267.46	2267.46	2000.17
Retail	-	4	1547.00	1958.00	1547.00	1958.00	1746.00	1749.25
Finance	-	14	1198.99	1890.00	1198.99	1650.00	1366.01	1412.06
Service	-	5	1705.17	1897.00	1815.00	1897.00	1840.00	1821.43
Public Admin.	-	51	1593.32	2283.67	1673.00	1894.00	1723.00	1760.98
				Firm Size Data				
1 - 19	-	5	1283.75	1850.00	1625.00	1850.00	1815.00	1682.75
20 - 49	-	9	1292.00	2125.00	1356.33	1897.00	1650.00	1619.87
100 - 399	2	24	1512.33	2267.46	1688.00	2267.46	1894.00	1959.45
400 plus	1	60	1593.32	2283.67	1688.18	2054.00	1723.00	1803.14
				Geographic Area Data				
Regina	1	28	1512.33	2283.67	1640.73	2149.33	1826.00	1853.23
Saskatoon	2	30	1198.99	2267.46	1269.00	2267.46	1656.00	1705.33
Major Urban	-	14	1678.00	1930.00	1688.00	1894.00	1894.00	1840.30
Minor Urban	-	6	1547.00	1935.00	1775.00	1904.57	1904.57	1828.45
Rural	-	4	1283.75	2092.00	1283.75	2092.00	1834.11	1760.99

Computer Operator, Junior - 4143-110-2

Under direct supervision, operates and controls electronic digital computer to process business, scientific, engineering or other data. May wire control panels of peripheral equipment or insert program cards. Assists in the various computer operation procedures.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	19	48	986.05	2574.00	1126.67	2554.00	2000.00	1930.52
Union	15	18	1614.00	2574.00	1820.00	2554.00	2213.16	2215.22
Non-union	4	30	986.05	2568.31	1065.80	2197.00	1736.84	1654.19
Male	19	-	1365.60	2574.00	1823.00	2554.00	2285.00	2249.24
Union	15	-	1823.00	2574.00	1964.00	2554.00	2424.50	2335.31
Non-union	4	-	1365.60	2568.31	1365.60	2568.31	1886.00	1926.48
Female	-	48	986.05	2554.00	1091.79	2213.16	1863.88	1804.36
Union	-	18	1614.00	2554.00	1776.13	2353.00	2167.71	2115.14
Non-union	-	30	986.05	2216.00	1065.80	2100.00	1736.84	1617.89
All Employees (Part-time)	-	3	6.72	13.39	6.72	13.39	7.34	9.15

Computer Operator, Junior (continued)

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Mfg. & Process.	1	11	1126.67	2568.31	1126.67	2504.13	1839.50	1872.19
Wholesale	-	3	1000.00	1850.00	1000.00	1850.00	1300.00	1383.33
Retail	2	9	1065.80	2167.71	1091.79	2167.71	1560.00	1630.32
Finance	1	7	986.05	2222.00	1061.90	2197.00	2056.00	1830.62
Service	1	4	1365.60	1905.00	1599.00	1905.00	1698.67	1687.40
Public Admin.	6	7	1667.25	2574.00	1776.13	2424.50	2213.16	2191.14
Firm Size Data								
1 - 19	1	5	986.05	1516.38	1000.00	1449.50	1213.75	1229.91
20 - 49	-	13	1126.67	2216.00	1126.67	2197.00	1859.00	1744.11
50 - 99	1	4	1775.00	2222.00	1850.00	2222.00	2100.00	2022.60
100 - 399	3	16	1065.80	2504.13	1091.79	2167.71	1820.00	1766.64
400 plus	14	10	1780.00	2574.00	1995.00	2554.00	2285.00	2317.20
Geographic Area Data								
Regina	12	19	1065.80	2574.00	1365.60	2554.00	2167.71	2018.70
Saskatoon	6	14	1000.00	2568.31	1823.00	2353.00	2180.00	2078.04
Major Urban	-	7	1126.67	1868.75	1126.67	1776.67	1698.67	1567.51
Minor Urban	1	2	1516.38	1667.25	1516.38	1667.25	1550.00	1577.88

Computer Operator, Senior - 4143-110-4

Under general direction, operates and controls electronic digital computer to process business, scientific, engineering or other data. May wire control panels of peripheral equipment or insert program cards. Usually competent to work alone at the highest levels of all computer operations. May give some direction to juniors.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	30	28	1386.40	3640.00	1733.00	2816.00	2395.08	2305.09
Union	14	15	1668.00	2952.99	1877.00	2651.49	2464.84	2326.31
Non-union	16	13	1386.40	3640.00	1625.00	2916.33	2176.42	2283.88
Male	30	-	1386.40	3640.00	1733.00	2916.33	2464.84	2384.20
Union	14	-	1758.00	2952.99	1877.00	2714.00	2464.84	2365.47
Non-union	16	-	1386.40	3640.00	1733.00	2916.33	2431.21	2400.60
Female	-	28	1475.00	2800.00	1668.00	2650.00	2261.34	2220.33
Union	-	15	1668.00	2651.49	1900.00	2651.49	2393.82	2289.76
Non-union	-	13	1475.00	2800.00	1500.00	2650.00	2083.00	2140.23
Industry Data								
Primary	-	4	2054.00	2651.49	2054.00	2651.49	2543.25	2448.00
Mfg. & Process.	7	5	1625.00	3024.67	1922.00	2916.33	2635.89	2513.06
Wholesale	1	2	1475.00	2800.00	1475.00	2800.00	1975.00	2083.33
Retail	6	5	1646.67	3640.00	1738.53	2791.66	2495.00	2357.10
Finance	3	3	1500.00	2952.99	2176.42	2650.00	2176.42	2272.04
Health & Educ.	5	2	1758.00	2714.00	1877.00	2252.00	2252.00	2158.29
Service	3	2	1386.40	1975.00	1733.00	1975.00	1733.00	1745.48
Public Admin.	3	4	1668.00	2464.84	2393.82	2464.84	2464.84	2340.86
Firm Size Data								
1 - 19	-	3	1500.00	2650.00	1500.00	2650.00	1900.00	2016.67
20 - 49	5	4	1386.40	2686.00	1475.00	1975.00	1733.00	1802.79
50 - 99	2	3	1975.00	2952.99	2054.00	2952.99	2083.00	2373.00
100 - 399	6	11	1625.00	3640.00	1975.62	2714.00	2495.00	2418.87
400 plus	17	7	1758.00	3024.67	2003.00	2916.33	2464.84	2434.78

Computer Operator, Senior (continued)

(Monthly Rates) **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	16	11	1500.00	3024.67	1877.00	2816.00	2464.84	2396.75
Saskatoon	11	9	1386.40	2952.99	1733.00	2635.89	2167.50	2157.53
Rural	-	4	1668.00	2651.49	1668.00	2651.49	2543.25	2351.50
Province-wide	2	3	2054.00	2464.84	2176.42	2464.84	2176.42	2209.62

Computer Peripheral Equipment Operator - 4143-114-0

Operates a variety of computer peripheral (ancillary) equipment that converts data from one form to another, and sorts, tabulates, reads and prints data.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	9	6	1589.00	3919.00	1977.08	3919.00	3417.00	3126.88
Union	9	6	1589.00	3919.00	1977.08	3919.00	3417.00	3126.88
Male	9	-	1589.00	3919.00	1977.08	3919.00	3417.00	3059.68
Female	-	6	1977.08	3919.00	2472.99	3919.00	3539.00	3227.68

Shipping and Receiving Supervisor - 4150-114

Supervises and co-ordinates activities of workers engaged in packing, addressing, stamping, loading and shipping merchandise or material and, receiving, unpacking, sorting, and recording incoming merchandise or materials.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	64	3	5.00	25.99	10.22	18.51	14.50	14.60
Union	19	-	9.39	16.65	13.04	15.52	13.61	13.88
Non-union	45	3	5.00	25.99	10.00	18.83	15.00	14.88
Male	64	-	6.13	25.99	10.22	18.51	14.42	14.66
Union	19	-	9.39	16.65	13.04	15.52	13.61	13.88
Non-union	45	-	6.13	25.99	10.22	18.83	15.00	14.99
Female	-	3	5.00	19.25	5.00	19.25	15.55	13.27
				Industry Data				
Primary	9	-	10.00	22.24	15.54	18.51	18.15	17.21
Mfg. & Process.	17	2	5.00	25.99	13.52	17.31	15.00	15.18
Trans., Comm. & Util.	12	-	11.53	19.25	13.04	17.90	13.04	14.25
Wholesale	13	-	9.05	21.00	9.23	15.93	13.55	13.52
Retail	9	-	6.13	17.31	8.50	15.00	13.61	12.81
				Firm Size Data				
1 - 19	5	-	9.05	21.00	10.00	21.00	12.49	13.28
20 - 49	15	1	5.00	16.44	11.53	15.54	13.71	13.05
50 - 99	12	-	9.39	25.99	13.27	18.83	16.98	16.79
100 - 399	18	1	6.13	19.25	10.22	18.67	15.00	14.95
400 plus	14	1	13.04	22.24	13.04	15.55	13.05	14.49

Shipping and Receiving Supervisor (continued)

(Monthly Rates)

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	24	1	6.13	21.00	12.11	18.67	14.50	14.49
Saskatoon	15	1	9.23	25.99	10.22	15.59	13.66	14.19
Major Urban	13	1	5.00	19.25	13.04	18.83	13.04	13.73
Rural	4	-	17.31	18.51	17.31	18.51	18.20	18.06
Province-wide	5	-	9.05	18.47	10.00	18.47	15.54	13.90

Parts Manager - 4150-118

Supervises and co-ordinates the work in a parts department of a garage or wholesale outlet.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	55	2	866.67	4000.00	1500.00	3300.00	2300.00	2372.99
Non-union	55	2	866.67	4000.00	1500.00	3300.00	2300.00	2372.99
Male	55	-	866.67	4000.00	1600.00	3375.00	2300.00	2385.85

Industry Data

Retail	29	1	1386.67	4000.00	1500.00	3300.00	2183.34	2287.82

Firm Size Data

1 - 19	27	-	866.67	3032.75	1386.67	2650.00	2079.60	2056.86
20 - 49	18	2	1500.00	3375.00	2000.00	3000.00	2429.00	2462.53
50 - 99	10	-	1708.00	4000.00	1708.00	4000.00	3475.00	3047.50

Geographic Area Data

Regina	10	-	1386.67	3775.00	1708.00	3000.00	2491.50	2431.07
Saskatoon	10	-	1386.67	4000.00	1850.00	4000.00	3337.50	3107.07
Major Urban	13	1	1800.00	3000.00	1800.00	2849.99	2245.84	2289.75
Minor Urban	8	-	1500.00	3000.00	2200.00	2850.00	2537.50	2458.19
Rural	12	1	866.67	3032.75	1386.40	2300.00	1760.00	1840.94

Material Estimator, Construction - 4151-138

Prepares estimates of amount of materials and labour required for construction and repair projects. Records data on materials received and used on project.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	19	1	1386.67	5417.00	1914.00	3345.00	2599.50	2659.59
Non-union	19	1	1386.67	5417.00	1914.00	3345.00	2599.50	2659.59
Male	19	-	1386.67	5417.00	2000.00	3345.00	2599.50	2698.84

Industry Data

Construction	19	1	1386.67	5417.00	1914.00	3345.00	2599.50	2659.59

Material Estimator, Construction (continued)

(Monthly Rates) **Firm Size Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	5	-	2700.00	5417.00	2860.00	5417.00	3000.00	3471.83
20 - 49	11	-	1386.67	2831.83	1559.70	2749.50	2599.50	2333.70
50 - 99	3	1	1914.00	3345.00	1914.00	3345.00	2451.50	2540.50
				Geographic Area Data				
Regina	3	-	1559.70	3345.00	1559.70	3345.00	3000.00	2634.90
Saskatoon	10	1	1914.00	5417.00	2000.00	2831.83	2599.50	2724.24

Service Salesperson - 4151-182

Prepares work orders of customers wanting vehicles repaired or service work done. Discusses service requirements with customers giving estimates and warranty advice. Schedules work within the garage. May make minor adjustments to vehicles.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	37	-	866.50	3810.87	1000.00	2462.00	1600.00	1754.67
Non-union	35	-	866.50	3810.87	1000.00	2686.67	1600.00	1726.20
				Industry Data				
Retail	33	-	866.50	2773.33	866.67	2300.00	1560.00	1599.85
				Firm Size Data				
1 - 19	7	-	1200.00	2773.33	1400.00	2686.67	1560.00	1832.33
20 - 49	17	-	866.50	3810.87	866.67	2253.00	1600.00	1754.62
50 - 99	13	-	1000.00	2462.00	1000.00	2300.00	1700.00	1712.92
				Geographic Area Data				
Regina	7	-	1500.00	3810.87	1700.00	3810.87	2253.00	2446.82
Saskatoon	14	-	1000.00	2773.33	1000.00	2686.67	1700.00	1840.10
Major Urban	13	-	866.50	1917.50	866.50	1917.50	1213.10	1338.53

Receiving Clerk - 4153-122-0

Receives, unpacks and examines goods and verifies shipments received against bills of lading, invoices and other records.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time	67	4	4.62	16.13	8.15	14.77	13.01	12.20
Union	53	1	10.53	16.13	11.88	14.77	13.01	13.13
Non-union	14	3	4.62	14.68	5.78	14.43	8.37	9.27
Male	67	-	4.62	16.13	9.81	14.77	13.01	12.46
Union	53	-	10.53	16.13	11.88	14.77	13.01	13.18
Non-union	14	-	4.62	14.68	5.48	14.68	9.09	9.72
Female	-	4	6.00	10.53	6.00	10.53	7.76	8.01

Receiving Clerk (continued)

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Industry Data					
Mfg. & Process.	9	-	4.62	14.43	8.15	14.22	13.37	11.73
Wholesale	21	-	5.78	16.13	6.56	14.77	14.68	12.64
Retail	21	2	5.48	15.03	6.00	13.35	13.01	12.21
Health & Educ.	11	2	9.52	12.10	10.53	11.88	11.88	11.38
			Firm Size Data					
1 - 19	5	3	4.62	16.13	6.00	11.76	8.95	9.03
20 - 49	9	-	5.78	14.22	6.00	13.25	13.00	10.87
50 - 99	6	-	5.48	14.68	8.15	14.68	12.65	11.38
100 - 399	34	1	10.53	14.77	13.01	14.77	13.28	13.47
400 plus	13	-	10.53	15.03	11.16	13.98	11.88	12.07
			Geographic Area Data					
Regina	32	-	4.62	16.13	11.16	14.68	13.01	12.80
Saskatoon	24	-	5.48	14.77	6.00	14.77	12.62	11.89
Major Urban	8	1	10.53	14.43	11.40	13.28	13.28	12.49
Rural	2	3	6.00	13.80	6.00	13.80	9.52	9.42

Shipping Clerk - 4153-126

Arranges and prepares for dispatch of goods and keeps pertinent records. May weigh articles and attach postage or bill of lading.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	77	4	5.50	16.04	8.00	14.77	13.50	1[illegible]7
Union	54	2	8.00	16.04	13.01	14.77	13.50	13.63
Non-union	23	2	5.50	14.43	6.17	14.43	9.91	9.89
Male	77	-	6.00	16.04	8.54	14.77	13.50	12.67
Union	54	-	12.65	16.04	13.01	14.77	13.50	13.71
Non-union	23	-	6.00	14.43	6.17	14.43	10.15	10.21
Female	-	4	5.50	14.60	5.50	14.60	7.50	8.78
			Industry Data					
Primary	5	1	12.01	14.60	14.43	14.43	14.43	14.06
Mfg. & Process.	42	3	5.50	14.30	8.00	13.79	13.50	12.45
Wholesale	18	-	6.17	16.04	6.50	14.77	14.77	12.76
Retail	7	-	8.22	13.52	8.54	13.17	13.17	11.85
			Firm Size Data					
1 - 19	4	-	6.00	16.04	6.00	16.04	9.96	10.49
20 - 49	13	2	5.50	13.18	6.17	13.00	9.54	9.47
50 - 99	11	2	8.00	14.60	8.22	14.43	13.42	12.36
100 - 399	41	-	9.91	14.77	13.17	14.77	13.50	13.59
			Geographic Area Data					
Regina	31	-	6.17	16.04	7.50	13.32	13.00	11.64
Saskatoon	38	3	5.50	14.77	8.00	14.77	13.52	12.81

Combined Shipper and Receiver - 4153-124

In a smaller establishment, performs the duties of both the shipping clerk and the receiving clerk.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	98	5	5.88	17.10	8.50	14.97	12.82	12.23
Union	59	3	8.31	17.10	11.18	17.00	13.62	13.57
Non-union	39	2	5.88	16.67	6.64	13.24	10.00	10.20
Male	98	-	5.88	17.10	8.65	14.97	12.87	12.30
Union	59	-	8.31	17.10	11.20	17.00	13.62	13.65
Non-union	39	-	5.88	16.67	6.77	13.24	10.00	10.27
Female	-	5	6.00	13.61	9.64	13.61	11.57	10.76
Union	-	3	9.64	13.61	9.64	13.61	12.96	12.07
				Industry Data				
Primary	9	-	12.38	17.10	12.38	17.10	14.45	14.65
Mfg. & Process.	38	1	6.50	17.00	9.40	17.00	13.38	13.08
Wholesale	18	-	5.88	12.48	7.70	11.53	9.90	9.67
Retail	7	-	6.00	13.24	6.64	12.38	10.54	10.00
Health & Educ.	8	2	9.64	13.90	10.01	13.90	12.68	12.19
				Firm Size Data				
1 - 19	12	1	6.50	13.61	6.77	13.57	9.80	10.37
20 - 49	37	-	5.88	14.97	8.65	13.63	12.20	11.69
50 - 99	10	1	6.64	17.00	8.31	17.00	13.62	13.08
100 - 399	15	-	6.00	17.10	10.38	17.10	13.24	12.76
400 plus	24	3	6.00	16.67	11.01	14.43	14.43	13.21
				Geographic Area Data				
Regina	36	3	6.00	14.97	9.23	14.43	13.79	12.58
Saskatoon	36	-	5.88	17.00	8.00	17.00	11.49	11.68
Major Urban	9	1	9.40	13.88	9.64	13.63	12.87	12.32
Minor Urban	12	1	6.00	13.62	10.38	13.61	13.38	12.27

Route Supply and Return Man/Woman - 4153-142-0

Allocates products to driver salesperson, checks and records unsold products. May assist in loading or unloading delivery trucks.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	6	-	13.37	13.86	13.37	13.48	13.41	13.48
Union	6	-	13.37	13.86	13.37	13.48	13.41	13.48
				Industry Data				
Mfg. & Process.	6	-	13.37	13.86	13.37	13.48	13.41	13.48

Order Filler - **4155-066-0**

Fills customers' orders and marks price of merchandise on order forms performing duties such as reading order, obtaining merchandise from bins or shelves, placing merchandise on conveyance or pushing hand truck to convey merchandise between walkareas and restocking shelves and bins.

(Hourly Rates)	No. of Employees Male	No. of Employees Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Provincial Data								
All Employees (Full-time)	52	2	5.00	12.20	6.00	12.07	7.44	8.38
Non-union	46	1	5.00	11.83	6.00	10.39	7.10	7.83
Male	52	-	5.00	12.20	6.00	11.83	7.44	8.33
Non-union	46	-	5.00	11.83	6.00	10.39	7.23	7.85
Industry Data								
Wholesale	52	2	5.00	12.20	6.00	12.07	7.44	8.38
Firm Size Data								
1 - 19	23	1	5.00	10.67	5.00	10.39	8.80	8.28
20 - 49	23	1	6.00	12.20	6.00	12.20	7.79	8.98
Geographic Area Data								
Regina	27	2	5.00	12.20	6.35	12.20	10.24	9.06
Saskatoon	17	-	5.00	11.83	6.00	10.39	6.92	7.82

Storeman/woman - **4155-126-0**

Receives, stores, orders and issues supplies and merchandise and keeps records.

(Hourly Rates)	No. of Employees Male	No. of Employees Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Provincial Data								
All Employees (Full-time)	38	19	4.50	15.15	5.30	12.46	10.53	9.50
Union	24	10	9.50	15.15	10.25	13.01	11.09	11.36
Non-union	14	9	4.50	13.79	4.50	10.00	5.76	6.75
Male	38	-	4.50	15.15	5.50	12.46	10.53	9.63
Union	24	-	9.50	15.15	10.25	13.01	11.09	11.31
Non-union	14	-	4.50	13.27	4.50	10.00	5.88	6.75
Female	-	19	4.50	14.06	4.50	12.23	10.53	9.24
Union	-	10	10.53	14.06	10.53	12.23	11.02	11.47
Non-union	-	9	4.50	13.79	4.50	9.00	5.50	6.76
All Employees (Part-time)	15	7	4.70	11.16	4.90	10.83	8.67	8.45
Union	-	4	10.25	11.16	10.25	11.16	11.00	10.85
Female	-	7	4.75	11.16	4.90	11.16	10.25	8.79
Industry Data								
Retail	13	7	4.50	10.00	4.50	7.25	5.50	5.96
Health & Educ.	25	11	9.50	15.15	10.53	13.27	11.16	11.48
(Part-time)	-	4	10.25	11.16	10.25	11.16	11.00	10.85
Firm Size Data								
100 - 399	13	11	4.50	13.79	4.50	12.46	6.13	7.76
(Part-time)	-	4	10.25	11.16	10.25	11.16	11.00	10.85
400 plus	20	7	10.25	15.15	10.53	13.01	10.87	11.39

Storeman/woman (continued)

(Hourly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	9	6	4.50	13.01	5.30	12.23	10.53	9.45
Saskatoon	16	6	4.50	12.23	4.50	11.51	7.75	8.07
Major Urban	7	3	7.13	15.15	10.53	14.03	11.19	11.42
Minor Urban	4	4	6.00	14.06	6.00	13.79	11.81	10.93

Stock Records Clerk - 4155-130-0

Compiles stock records concerned with quantity, cost and type of material received, stored and issued in department, estimates needs and requisitions new stocks. May be responsible for safe custody of stock.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	68	40	1006.92	3800.33	1626.00	2142.00	2540.00	2077.42
Union	29	17	1459.00	2607.00	1728.00	2141.75	2399.25	2012.61
Non-union	39	23	1006.92	3800.33	1454.00	2142.00	2845.75	2125.50
Male	68	-	1061.67	3800.33	1529.50	2866.50	2220.00	2178.85
Union	29	-	1588.00	2607.00	1676.00	2495.00	2053.00	2058.25
Non-union	39	-	1061.67	3800.33	1386.40	3061.50	2500.00	2268.52
Female	-	40	1006.92	3245.67	1356.33	2508.91	1927.00	1904.99
Union	-	17	1459.00	2220.00	1588.00	2164.50	2001.62	1934.76
Non-union	-	23	1006.92	3245.67	1280.00	2866.50	1852.50	1882.98
All Employees (Part-time)	1	9	5.61	12.95	5.61	9.30	8.47	8.76
			Industry Data					
Primary	9	2	1126.66	3000.00	2500.00	1126.66	2540.00	2393.48
Mfg. & Process.	14	11	1280.00	3026.00	1900.00	2152.00	2530.13	2063.69
Wholesale	16	11	1061.67	3800.33	1700.00	2530.67	3254.33	2334.17
Retail	13	10	1006.92	2495.00	2053.00	2109.00	2495.00	2027.74
Finance	4	3	1113.00	1967.00	1121.00	1852.50	1454.00	1429.98
			Firm Size Data					
20 - 49	13	9	1006.92	3083.17	1386.40	1996.42	2637.50	1805.07
50 - 99	8	7	1356.33	3026.00	2540.00	2164.50	3026.00	2124.09
100 - 399	23	17	1454.00	3000.00	2053.00	2142.00	2515.07	2167.21
400 plus	24	5	1113.00	3800.33	1588.00	2530.67	2020.64	2181.59
			Geographic Area Data					
Regina	17	15	1006.92	3800.33	2020.64	2530.67	3659.50	2313.91
Saskatoon	28	18	1061.67	3083.17	1629.00	2001.62	2495.00	1946.35
Major Urban	4	4	1459.00	2607.00	2500.00	1996.42	2033.00	2071.68
Rural	7	2	1386.40	3000.00	1386.40	2142.00	2500.00	2131.42
Province-wide	11	-	1113.00	2540.00	1121.00	2540.00	2141.66	1950.11

Tool-Crib Attendant - 4155-142-0

Requisitions, receives, stores and issues hand tools, dies, and equipment such as measuring devices and materials in industrial and other establishments. May inspect safety equipment such as belts and ropes, and recommend replacement as required.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
				Provincial Data				
All Employees (Full-time)	7	1	2142.00	3204.23	2348.22	3204.23	2812.38	2657.90
Union	4	1	2337.82	3204.23	2980.76	2337.82	3204.23	2825.80
Non-union	3	-	2142.00	2644.00	2142.00	2644.00	2348.22	2378.07
Male	7	-	2142.00	3204.23	2348.22	3204.23	2644.00	2703.63
Union	4	-	2401.94	3204.23	2401.94	3204.23	3092.50	2947.79
				Industry Data				
Primary	4	1	2337.82	3204.23	2980.76	2337.82	3204.23	2825.80
				Firm Size Data				
50 - 99	4	-	2142.00	2980.76	2142.00	2980.76	2496.11	2528.75

Checker, Invoice and Order - 4155-162-0

Verifies quantity, quality, condition, type, value and other related factors of articles purchased, sold or produced, against invoices, orders, records and reports.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
				Provincial Data				
All Employees (Full-time)	4	-	6.35	17.31	6.35	17.31	12.63	12.23
				Industry Data				
Trans., Comm. & Util.	4	-	6.35	17.31	6.35	17.31	12.63	12.23

Medical Record Librarian - 4161-110

Compiles and maintains medical records and statistics of hospital and clinic patients. Codes, indexes and files records of diagnoses, diseases and treatments. Compiles statistics such as reports on admissions, births, deaths, transfers and discharges.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
				Provincial Data				
All Employees (Full-time)	-	40	1706.00	3139.89	1897.18	2731.63	2183.58	2210.86
Union	-	16	1706.00	2756.81	1813.00	2505.33	1934.03	2089.34
Non-union	-	24	1897.18	3139.89	1972.10	2746.25	2191.66	2291.88
All Employees (Part-time)	1	6	10.22	12.23	10.53	11.90	11.16	11.10
Union	1	4	10.22	12.23	10.53	12.23	10.53	10.93
Female	-	6	10.22	12.23	10.53	11.90	10.85	11.10
Union	-	4	10.22	12.23	10.22	12.23	10.53	10.88

Medical Record Librarian (continued)

(Monthly Rates)

Industry Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Health & Educ.	-	35	1726.07	3139.89	1934.03	2746.25	2185.31	2248.81
(Part-time)	1	6	10.22	12.23	10.53	11.90	11.16	11.10

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	-	3	1934.03	2190.51	1934.03	2190.51	1972.10	2032.21
(Part-time)	1	5	10.53	12.23	10.53	11.90	11.16	11.25
50 - 99	-	4	1813.00	2361.49	1813.00	2361.49	2059.67	2073.46
100 - 399	-	11	1726.07	2731.63	1934.03	2528.50	2198.00	2214.99
400 plus	-	22	1706.00	3139.89	1897.18	2756.81	2183.58	2258.14

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	-	7	1897.18	3139.89	1979.60	2343.20	2020.00	2241.16
Saskatoon	-	6	2121.19	2831.23	2152.51	2256.37	2183.58	2288.08
Major Urban	-	7	2062.13	2756.81	2109.06	2746.25	2528.07	2491.33
Minor Urban	-	8	1726.07	2528.50	1813.00	2457.00	2245.97	2166.05
Rural	-	7	1934.03	2361.49	1934.03	2198.00	1972.10	2074.88
(Part-time)	1	5	10.53	12.23	10.53	11.90	11.16	11.25

File Clerk - **4161-134-0**

Files papers, documents and other data according to subject matter or other filing system.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	3	36	964.17	2228.00	1041.67	2141.75	1473.00	1502.56
Union	3	20	1039.80	2189.94	1096.01	2189.94	1532.00	1639.21
Non-union	-	16	964.17	2228.00	1040.00	1538.33	1194.50	1306.13
Male	3	-	1463.00	2189.94	1463.00	2189.94	2189.94	1947.63
Female	-	36	964.17	2228.00	1041.67	2133.21	1454.50	1465.47
Union	-	20	1039.80	2189.94	1096.01	2133.21	1532.00	1592.94
All Employees (Part-time)	-	23	4.50	12.96	4.80	7.89	6.87	6.98
Non-union	-	22	4.50	9.00	4.80	7.89	6.87	6.71

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Trans., Comm. & Util.	2	3	985.83	2189.94	1538.33	2189.94	2189.94	1818.60
Finance	-	13	1040.00	1670.00	1096.01	1532.00	1262.00	1315.23
(Part-time)	-	10	6.48	9.00	6.48	7.89	6.99	7.26
Service	-	6	1041.67	2228.00	1100.00	1650.00	1353.00	1454.28

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	-	6	964.17	1538.33	985.83	1041.67	1039.90	1101.63
50 - 99	-	8	1096.01	2228.00	1096.01	1650.00	1318.00	1414.00
100 - 399	3	17	1189.00	2189.94	1210.00	2189.94	1532.00	1655.76
(Part-time)	-	5	5.00	12.96	7.89	12.96	7.89	8.33
400 plus	-	5	1143.00	1900.17	1262.00	1900.17	1381.00	1512.54

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	-	11	985.83	2141.75	1040.00	1900.17	1538.33	1486.32
(Part-time)	-	6	5.00	9.00	7.50	7.89	7.89	7.53
Saskatoon	1	19	964.17	2228.00	1096.01	2189.94	1519.00	1559.57

Mailer - 4173-034-0

Sorts and counts newspapers for distribution. Operates machinery such as stackers, labellers, bundle wrappers and tying machines. May insert preprinted newspapers or advertising sections.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	10	3	5.25	18.14	8.82	17.36	13.19	13.96
Non-union	10	3	5.25	18.14	8.82	17.36	13.19	13.96
Female	-	3	5.25	17.36	5.25	17.36	8.82	10.48

Switchboard Operator - 4175-114-0

Operates a telephone switchboard to relay incoming, outgoing and inter-office calls. May keep record of calls placed and toll charges. May perform clerical duties such as typing and filing. May perform duties of receptionist.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	90	731.25	2651.49	1000.00	1989.00	1431.46	1461.95
Union	7	47	731.25	2651.49	731.25	2164.50	1633.00	1543.40
Non-union	-	43	779.85	2074.52	1000.00	1763.67	1362.83	1359.66
Female	-	90	731.25	2651.49	1000.00	1989.00	1460.50	1484.50
Union	-	47	731.25	2651.49	731.25	2164.50	1671.00	1598.73
All Employees (Part-time)	-	14	4.50	10.16	4.80	10.16	7.84	7.49
Union	-	7	4.50	8.36	6.20	8.21	7.78	7.09
Non-union	-	7	4.80	10.16	6.00	10.16	8.57	7.88
Industry Data								
Primary	-	9	900.00	2651.49	900.00	1927.10	1767.00	1661.86
Mfg. & Process.	-	19	1000.00	2504.13	1050.00	2164.50	1714.00	1713.90
Wholesale	-	10	1000.00	2175.69	1000.00	2082.17	1381.42	1459.57
Finance	-	11	1100.00	1911.00	1286.00	1819.00	1341.00	1445.64
Health & Educ.	-	5	1427.00	1767.00	1459.00	1767.00	1547.26	1581.25
Service	-	5	1040.00	2190.00	1431.46	2190.00	1671.00	1664.29
Firm Size Data								
20 - 49	6	29	731.25	2082.17	731.25	1700.00	1100.00	1162.61
(Part-time)	-	6	4.50	8.36	6.00	8.21	7.05	6.86
50 - 99	-	18	779.85	2190.00	1000.00	2074.52	1471.50	1442.94
100 - 399	1	24	1287.24	2651.49	1341.00	2175.69	1671.00	1716.12
(Part-time)	-	5	4.80	8.57	6.57	8.57	6.70	6.88
400 plus	-	17	1427.00	2249.00	1510.00	1949.35	1671.00	1737.74
Geographic Area Data								
Regina	-	23	779.85	2082.17	1000.00	1949.35	1403.73	1488.57
(Part-time)	-	4	4.80	8.36	4.80	8.36	8.00	7.29
Saskatoon	6	44	731.25	2504.13	731.25	2164.00	1381.42	1425.64
(Part-time)	-	8	4.50	10.16	6.20	10.16	8.24	7.87
Major Urban	1	8	1050.00	2158.65	1075.00	1856.00	1547.26	1546.43
Minor Urban	-	4	1384.50	1800.59	1384.50	1800.59	1737.22	1664.88
Rural	-	7	1100.00	2651.49	1100.00	1927.10	1100.00	1535.08
Province-wide	-	4	900.00	1700.00	900.00	1700.00	1183.50	1241.75

Office Person - 4179-130-0

Performs any combination of general duties in government office or business office of commercial or industrial establishment such as: furnishing workers with clerical supplies such as paper, pencils and pens; distributing and dispatching mail. May file correspondence, reports and invoices.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	15	19	731.25	2260.00	910.00	2143.38	1343.20	1411.70
Union	7	6	953.15	2260.00	1187.33	1750.00	1604.00	1484.47
Non-union	8	13	731.25	2146.05	888.33	2143.38	1204.00	1366.65
Male	15	-	888.33	1869.00	1110.00	1750.00	1204.00	1337.07
Union	7	-	1187.33	1750.00	1187.33	1604.00	1210.00	1390.00
Non-union	8	-	888.33	1869.00	1088.00	1516.67	1177.00	1290.75
Female	-	19	731.25	2260.00	910.00	2143.38	1478.00	1470.62
Union	-	6	953.15	2260.00	1478.00	1669.00	1604.00	1594.69
Non-union	-	13	731.25	2146.05	866.50	2143.38	1300.00	1413.35
All Employees (Part-time)	4	8	4.60	11.49	4.60	8.72	6.28	6.73
Non-union	4	5	5.00	11.49	5.00	8.72	7.50	7.44
Male	4	-	5.55	11.49	5.55	11.49	7.25	7.89
Female	-	8	4.60	8.72	4.60	8.50	5.00	6.15
Non-union	-	5	5.00	8.72	5.00	8.72	8.19	7.08
			Industry Data					
Primary	1	4	888.33	2146.05	1386.40	2146.05	1700.00	1604.16
Mfg. & Process.	2	4	1146.60	2260.00	1204.00	2143.38	1830.03	1735.67
Service	1	3	731.25	1150.00	731.25	1150.00	908.25	924.44
			Firm Size Data					
1 - 19	4	2	731.25	1869.00	888.33	1500.00	1127.00	1207.10
(Part-time)	2	5	5.00	8.72	5.00	8.50	7.50	6.92
20 - 49	3	9	910.00	2260.00	950.00	2146.05	1268.20	1504.08
50 - 99	1	2	866.50	1300.00	866.50	1300.00	1088.00	1084.83
100 - 399	6	5	1187.33	1900.00	1187.33	1700.00	1604.00	1496.09
			Geographic Area Data					
Regina	7	2	1050.00	1516.67	1088.00	1300.00	1187.33	1207.85
Saskatoon	4	7	866.50	1669.00	910.00	1604.00	1478.00	1328.14
Minor Urban	3	4	888.33	2143.38	1500.00	2143.38	1869.00	1734.87
Rural (Part-time)	-	4	5.00	8.50	5.00	8.50	6.60	6.67

Adjuster - 4192-110

Investigates and adjusts claims for loss or damages filed under an insurance policy or determines company's liability in claim or other action.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	22	5	1470.00	2895.00	1785.00	2617.00	2250.00	2206.85
Non-union	22	5	1470.00	2895.00	1785.00	2617.00	2250.00	2206.85
Male	22	-	1700.00	2895.00	1980.00	2754.00	2329.00	2316.82

Adjuster (continued)

(Monthly Rates)	Industry Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Finance	22	5	1470.00	2895.00	1785.00	2617.00	2250.00	2206.85

Claims Examiner - 4192-118

Reviews settled insurance claims to ensure that payments and settlements have been made according to company practices and procedures.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	2	14	1603.33	2966.99	1779.01	2162.00	2071.00	2052.42
Female	-	14	1603.33	2548.00	1603.33	2162.00	2071.00	1995.83
	Industry Data							
Finance	2	14	1603.33	2966.99	1779.01	2162.00	2071.00	2052.42

Desk Clerk - 4194-110-0

Accommodates hotel patrons by performing any combination of the following duties: registers guests and assigns rooms to them; makes and confirms reservations by letter or telephone; settles guests' complaints in the absence of the manager or assistant manager; presents statements to departing guests and collects payments.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	10	20	4.50	8.25	5.00	7.15	6.35	6.26
Non-union	9	19	4.50	8.25	5.00	7.05	6.25	6.21
Male	10	-	5.77	7.50	6.00	7.15	6.50	6.52
Non-union	9	-	5.77	7.50	6.00	6.75	6.50	6.45
Female	-	20	4.50	8.25	4.75	7.05	6.25	6.13
Non-union	-	19	4.50	8.25	4.75	7.05	6.25	6.09
All Employees (Part-time)	6	7	4.50	7.15	4.75	6.90	5.50	5.76
Non-union	4	5	4.50	6.80	4.75	5.50	5.00	5.23
Male	6	-	4.75	7.15	4.75	6.90	5.50	5.76
Female	-	7	4.50	6.90	4.75	6.90	5.50	5.76
Non-union	-	5	4.50	6.80	4.75	6.80	5.00	5.31
	Industry Data							
Service	10	20	4.50	8.25	5.00	7.15	6.35	6.26
(Part-time)	6	7	4.50	7.15	4.75	6.90	5.50	5.76
	Firm Size Data							
1 - 19	5	7	4.50	8.25	5.50	7.50	6.50	6.38
20 - 49	3	4	5.00	7.15	5.25	6.90	6.06	6.05
(Part-time)	5	4	4.75	7.15	4.75	6.90	5.50	5.90

Desk Clerk (continued)

(Hourly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Saskatoon	4	8	5.77	8.00	6.06	7.05	6.50	6.59
(Part-time)	4	2	4.75	6.80	4.75	5.50	5.13	5.34

General Office Clerk, Junior - 4197-114-2

Under close supervision, performs a wide range of clerical duties such as copying, recording, compiling and otherwise processing information. Duties of routine and repetitive nature; requires no knowledge of systems or procedures.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	31	252	812.50	2391.54	1183.87	1674.00	1495.26	1482.48
Union	21	185	1096.01	2141.75	1380.00	1674.00	1525.00	1525.94
Non-union	10	67	812.50	2391.54	1083.33	1735.00	1300.00	1366.23
Male	31	-	812.50	2391.54	1040.00	1923.83	1414.66	1461.58
Non-union	10	-	812.50	2391.54	953.33	2090.00	1104.03	1421.82
Female	-	252	975.00	2141.75	1200.00	1674.00	1525.00	1485.06
Union	-	185	1096.01	2141.75	1380.00	1674.00	1525.00	1531.10
Non-union	-	67	975.00	2090.83	1113.00	1650.00	1311.00	1357.93
All Employees (Part-time)	5	74	4.50	12.00	5.00	10.03	8.89	8.19
Union	1	28	4.60	11.24	5.73	10.24	9.08	8.62
Non-union	4	46	4.50	12.00	5.00	9.67	8.89	7.94
Male	5	-	7.82	9.08	7.82	9.08	9.02	8.55
Female	-	74	4.50	12.00	4.60	10.24	8.89	8.16
Union	-	28	4.60	11.24	5.73	10.24	9.16	8.61
Non-union	-	46	4.50	12.00	5.00	9.67	8.89	7.90
	Industry Data							
Primary	-	9	1600.00	2090.83	1600.00	1735.00	1668.00	1720.20
Mfg. & Process.	5	7	953.33	2391.54	1083.33	2141.75	1689.83	1651.67
Trans., Comm. & Util.	2	4	1661.00	1988.70	1661.00	1923.83	1792.42	1803.23
Wholesale	-	3	1040.00	1508.00	1040.00	1508.00	1200.00	1249.33
(Part-time)	-	6	4.50	6.00	4.50	5.50	4.50	4.92
Retail	1	27	1022.47	2090.00	1213.10	1767.00	1597.98	1572.47
(Part-time)	2	39	4.60	10.24	5.00	9.67	7.95	7.74
Finance	1	37	975.00	1909.00	1113.00	1572.00	1156.00	1267.22
Health & Educ.								
(Part-time)	1	19	8.36	12.00	8.58	12.00	9.39	9.87
Public Admin.	2	54	1272.01	1535.26	1414.66	1535.26	1495.26	1480.95
	Firm Size Data							
1 - 19	6	7	953.33	2391.54	1039.80	2090.00	1200.00	1442.77
(Part-time)	-	9	5.00	12.00	5.50	12.00	11.24	9.13
20 - 49	2	12	812.50	1909.00	975.00	1653.00	1244.42	1267.88
(Part-time)	-	15	4.50	8.36	4.50	8.30	5.00	5.71
50 - 99	2	6	1096.01	2090.83	1200.00	1923.83	1586.00	1624.06
100 - 399	-	45	1183.87	2141.75	1311.00	1767.00	1594.67	1601.10
(Part-time)	2	22	4.60	10.24	4.60	9.84	9.02	8.09
400 plus	21	182	1083.33	1863.33	1380.00	1674.00	1475.00	1467.95

General Office Clerk, Junior (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	6	55	975.00	2141.75	1279.00	1594.67	1495.26	1475.03
Saskatoon (Part-time)	3	31	5.50	11.01	7.82	10.03	9.46	9.18
Majour Urban	4	23	812.50	2391.54	1272.01	1738.53	1495.26	1498.44
Minor Urban	1	13	1248.00	1819.65	1560.00	1819.65	1600.65	1632.35
(Part-time)	-	7	4.50	11.24	5.00	9.24	7.00	7.29
Rural	1	9	1022.47	2090.00	1188.84	1504.24	1200.00	1327.44
(Part-time)	-	17	4.50	12.00	4.50	12.00	5.25	6.92
Province-wide	2	26	1113.00	2090.83	1113.00	1384.75	1156.00	1285.29

General Office Clerk, Intermediate - 4197-114-3

Under limited supervision, performs a wide range of clerical duties such as, copying, recording, compiling and otherwise processing information. Duties of semi-routine nature.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	69	336	700.00	3000.00	1291.00	2339.65	1588.50	1723.49
Union	56	65	1221.00	2380.34	1513.00	2380.34	2263.30	2045.18
Non-union	13	271	700.00	3000.00	1244.00	1942.00	1588.50	1586.44
Male	69	-	1495.00	3000.00	1774.59	2380.34	2339.65	2225.77
Union	56	-	1495.00	2380.34	2207.84	2380.34	2380.34	2294.89
Non-union	13	-	1560.00	3000.00	1588.50	2800.00	1774.59	1928.03
Female	-	336	700.00	2380.34	1269.67	2067.00	1588.50	1620.35
Union	-	65	1221.00	2380.34	1495.00	2302.30	1784.00	1830.04
Non-union	-	271	700.00	2364.00	1244.00	1942.00	1588.50	1570.05
All Employees (Part-time)	2	35	5.00	12.50	6.00	10.46	8.74	8.63
Non-union	2	33	5.00	12.50	6.00	10.54	8.74	8.59
Female	-	35	5.00	12.50	6.00	10.54	10.02	8.74
Non-union	-	33	5.00	12.50	6.00	10.54	10.02	8.71
Industry Data								
Primary	2	18	1825.00	3000.00	1825.00	2260.00	1950.00	2058.80
Mfg. & Process.	2	20	1137.50	2156.00	1175.00	2143.00	1713.84	1683.67
Trans., Comm. & Util.	54	41	1184.63	2380.34	1547.57	2380.34	2302.30	2101.42
Wholesale	2	17	700.00	2201.33	1000.00	1837.33	1360.00	1420.83
(Part-time)	-	3	7.70	8.74	7.70	8.74	8.30	8.25
Retail	1	17	1040.00	1958.00	1300.00	1859.00	1629.33	1596.32
(Part-time)	1	13	5.00	11.02	7.00	10.54	7.01	8.22
Finance	3	203	1068.00	2364.00	1291.00	1942.00	1588.50	1586.80
Health & Educ.	1	13	1171.00	1691.00	1280.00	1649.00	1513.00	1471.29
Service	3	3	1000.00	1774.59	1521.00	1774.59	1618.85	1551.31
Firm Size Data								
1 - 19	6	17	700.00	2143.00	1000.00	1906.34	1595.05	1505.09
(Part-time)	-	4	6.00	8.74	6.00	8.74	7.15	7.26
20 - 49	8	71	1000.00	3000.00	1214.00	2169.00	1834.00	1743.34
(Part-time)	-	6	5.00	12.50	6.99	12.50	7.82	8.77
50 - 99	11	33	1040.00	2380.34	1221.00	2380.34	1755.00	1799.75
(Part-time)	1	3	6.21	7.70	6.21	7.70	7.01	6.98
100 - 399	39	42	1222.00	2380.34	1629.33	2380.34	2302.30	2137.08
400 plus	5	173	1211.17	1884.84	1291.00	1729.00	1588.50	1535.86

General Office Clerk, Intermediate (continued)

(Monthly Rates)

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	14	88	700.00	2207.84	1211.17	1942.00	1713.84	1640.65
(Part-time)	1	23	6.00	12.50	7.00	10.02	10.02	8.79
Saskatoon	16	52	1137.50	2380.34	1438.39	2364.00	1884.84	1900.00
(Part-time)	1	5	6.21	11.02	8.30	10.54	10.42	9.49
Major Urban	25	27	1000.00	2380.34	1440.00	2380.34	2339.65	2086.66
Minor Urban	-	23	1200.00	2260.00	1289.45	2145.00	1825.00	1751.69
Province-wide	14	143	1000.00	3000.00	1291.00	1721.00	1588.50	1580.61

General Office Clerk, Senior - 4197-114-4

Under little or no direct supervision, performs a wide range of clerical duties such as copying, recording, compiling and otherwise processing information. Duties of advanced or complicated nature.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	41	179	800.00	3245.67	1396.00	2536.47	1918.00	1929.08
Union	25	54	1166.75	2670.33	1819.00	2536.47	1969.00	2069.53
Non-union	16	125	800.00	3245.67	1378.00	2433.17	1809.17	1850.39
Male	41	-	1200.00	3245.67	2109.00	2670.33	2525.00	2415.80
Union	25	-	2109.00	2670.33	2207.84	2670.33	2492.40	2434.48
Non-union	16	-	1200.00	3245.67	1819.65	2708.33	2527.50	2386.62
Female	-	179	800.00	2745.00	1382.00	2153.67	1846.42	1817.60
Union	-	54	1166.75	2536.47	1511.18	2052.00	1943.50	1900.57
Non-union	-	125	800.00	2745.00	1378.00	2262.00	1782.00	1781.76
All Employees (Part-time)	-	26	7.66	12.41	8.24	12.34	9.53	9.91
Non-union	-	26	7.66	12.41	8.24	12.34	9.53	9.91
Industry Data								
Primary	4	6	1850.00	3200.00	2092.00	2745.00	2530.00	2482.23
Mfg. & Process.	5	15	1350.00	2712.67	1600.00	2574.00	1993.75	2032.05
Trans., Comm. & Util.	22	21	1511.18	2670.33	1918.00	2536.47	2207.84	2194.95
Wholesale	2	12	1100.00	3245.67	1350.00	2556.67	1797.09	1895.70
Retail	3	16	1126.45	2350.00	1325.00	2199.18	1883.38	1842.11
Finance	3	66	893.75	2694.00	1382.00	2153.67	1790.00	1792.79
Health & Educ. (Part-time)	-	10	7.66	9.98	8.24	8.33	8.24	8.37
Service	-	4	800.00	1838.00	800.00	1838.00	1562.00	1440.50
Public Admin.	1	8	1155.00	1750.00	1166.75	1664.00	1416.00	1403.45
Firm Size Data								
1 - 19	7	17	893.75	2530.00	1126.45	2400.00	1634.63	1686.41
(Part-time)	-	13	7.66	10.26	8.24	9.98	8.24	8.78
20 - 49	9	38	800.00	3200.00	1345.00	2272.94	1790.00	1857.87
50 - 99	5	29	1200.00	2708.33	1382.00	2536.47	2030.17	1960.39
100 - 399	19	23	1638.00	2745.00	1664.00	2670.33	2302.50	2219.79
400 plus	1	72	1371.00	3245.67	1469.00	2016.63	1918.00	1872.88

General Office Clerk, Senior (continued)

(Monthly Rates) **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	9	51	800.00	3245.67	1638.00	2556.67	1918.00	1993.96
(Part-time)	-	9	8.50	12.34	9.00	12.34	12.34	11.10
Saskatoon	15	62	1200.00	2694.00	1691.46	2369.55	1969.00	1979.86
(Part-time)	-	6	9.38	12.41	9.70	11.67	10.71	10.76
Major Urban	8	9	1350.00	2670.33	1556.00	2536.47	2159.32	2089.44
Minor Urban	2	13	1126.45	2745.00	1378.00	2675.00	2098.66	1962.15
Rural	2	16	893.75	2305.00	1166.75	2092.00	1412.83	1552.61
Province-wide	5	28	1100.00	3200.00	1371.00	2536.47	1633.00	1800.35

Meter Reader, Electric Power - 4199-035-0

Reads water, electric and/or gas meters and records volume used by residential and commercial consumers. May take applications for new service.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	50	14	6.20	14.41	10.87	14.41	13.70	13.11
Union	50	14	6.20	14.41	10.87	14.41	13.70	13.11
Male	50	-	8.98	14.41	11.07	14.41	13.70	13.27
Female	-	14	6.20	14.41	6.20	14.40	13.70	12.54
Industry Data								
Trans., Comm. & Util.	20	9	12.85	13.70	13.70	13.70	13.70	13.61
Public Admin.	30	5	6.20	14.41	10.20	14.41	14.40	12.70
Firm Size Data								
100 - 399	9	6	10.46	13.70	11.07	13.70	13.70	12.63
400 plus	36	6	12.85	14.41	13.70	14.41	13.77	13.97
Geographic Area Data								
Regina	22	5	13.70	14.40	13.70	14.40	13.70	13.93
Saskatoon	14	6	13.70	14.41	13.70	14.41	14.41	14.07
Major Urban	2	1	10.46	12.44	10.46	12.44	11.07	11.32
Minor Urban	7	-	10.20	11.89	10.87	11.87	11.14	11.18

Order Clerk - 4199-186-0

Processes merchandise orders received from customers by mail, telephone or in person. May contact customer to verify delivery of order.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	65	69	1050.00	3500.00	1300.00	2339.91	1859.00	1912.03
Union	23	50	1459.00	2654.96	1627.00	2339.91	2049.00	2022.61
Non-union	42	19	1050.00	3500.00	1170.00	2383.33	1704.00	1779.70

Order Clerk (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Male	65	-	1050.00	3500.00	1224.00	2405.00	1833.35	1873.37
Union	23	-	1500.00	2556.18	1818.00	2339.91	2049.00	2061.86
Non-union	42	-	1050.00	3500.00	1170.00	2405.00	1700.00	1770.14
Female	-	69	1083.33	2654.96	1459.00	2339.91	1958.00	1948.46
Union	-	50	1459.00	2654.96	1587.43	2339.91	1982.65	2004.56
Non-union	-	19	1083.33	2500.00	1126.67	2383.33	1826.50	1800.82
All Employees (Part-time)	-	4	11.17	12.17	11.17	12.17	11.99	11.83
Union	-	4	11.17	12.17	11.17	12.17	11.99	11.83
Industry Data								
Primary	2	5	1627.00	2654.96	1931.00	2556.18	2119.46	2211.58
Mfg. & Process.	8	21	1376.00	3270.00	1587.43	2491.67	2249.00	2147.49
Wholesale	34	18	1050.00	3500.00	1126.67	2339.91	1800.00	1842.11
Retail	17	18	1256.67	2049.00	1767.00	2049.00	1859.00	1872.11
Finance	2	1	1224.00	1716.00	1224.00	1716.00	1369.00	1436.33
Health & Educ.	-	6	1459.00	1727.00	1459.00	1553.00	1491.50	1530.17
Firm Size Data								
1 - 19	11	2	1083.33	2405.00	1083.33	2333.00	1560.00	1639.67
20 - 49	24	12	1050.00	3500.00	1175.00	2291.66	1640.01	1741.81
50 - 99	6	8	1574.99	3270.00	1587.43	2730.00	1952.50	2078.32
100 - 399	22	41	1224.00	2654.96	1695.69	2339.91	1958.00	1999.73
Geographic Area Data								
Regina	21	18	1213.10	3270.00	1704.00	2333.00	1945.00	1974.29
Saskatoon	22	37	1050.00	3500.00	1500.45	2339.91	2000.00	2033.29
Major Urban	1	6	1459.00	1992.95	1459.00	1727.00	1524.00	1596.28
Rural	2	3	1376.00	2654.96	1500.00	2654.96	1627.00	1942.83
Province-wide	14	2	1050.00	2291.66	1250.00	1931.00	1650.00	1635.42

Sales

Department Manager - 5130-110

Supervises and co-ordinates activities of workers engaged in sales to customers and stocking shelves and displays with merchandise. Orders merchandise, supplies and equipment. Plans department layout, shelf arrangement, signs and displays.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	313	173	953.33	3779.36	1334.41	2834.00	1875.00	1968.59
Non-union	313	173	953.33	3779.36	1334.41	2834.00	1875.00	1968.59
Male	313	-	953.33	3779.36	1369.85	2969.16	2230.02	2161.99
Female	-	173	996.48	3750.00	1137.50	2160.00	1447.33	1618.67
Industry Data								
Retail	310	157	953.33	3779.36	1334.41	2834.00	1898.00	1980.16
Firm Size Data								
1 - 19	23	5	1100.00	2969.16	1500.00	2340.00	1996.67	1948.56
20 - 49	48	21	996.48	3779.36	1083.13	2499.99	1849.42	1861.18
50 - 99	40	47	953.33	3300.00	1171.51	2630.00	1623.82	1813.37
100 - 399	146	45	1126.45	3750.00	1334.41	2969.16	2310.01	2225.47
400 plus	56	55	1213.33	3726.67	1369.85	2708.33	1422.95	1720.05
Geographic Area Data								
Regina	32	46	953.33	3750.00	1083.13	2969.16	1629.34	1947.43
Saskatoon	26	16	996.48	3250.00	1100.00	2999.75	2621.67	2245.07
Major Urban	36	7	1100.00	3779.36	1599.56	3030.00	2254.98	2356.13
Minor Urban	44	14	1260.00	3750.00	1666.00	2835.00	2180.00	2233.54
Rural	54	8	1359.84	3554.98	1600.00	2495.00	1906.67	2005.85
Province-wide	121	82	1166.66	3190.85	1334.41	2436.03	1422.95	1750.34

Store Manager - 5130-114

Plans, organizes, directs and controls operations of retail trade establishments.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	130	55	958.32	6300.00	1122.92	3000.01	2161.42	2190.49
Union	34	2	2161.42	2498.86	2259.27	2498.86	2363.40	2393.36
Non-union	96	53	958.32	6300.00	1062.49	3245.67	2000.00	2141.47
Male	130	-	1039.80	6300.00	1809.99	3249.38	2363.40	2493.12
Union	34	-	2161.42	2498.86	2161.42	2498.86	2363.40	2394.20
Non-union	96	-	1039.80	6300.00	1733.33	3722.33	2227.57	2528.15
Female	-	55	958.32	3287.50	1049.99	2175.33	1356.88	1475.17
Non-union	-	53	958.32	3287.50	1041.67	2000.38	1356.88	1441.07
Industry Data								
Retail	123	53	958.32	6300.00	1122.92	3000.00	2147.49	2170.46

Store Manager (continued)

(Monthly Rates)

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	27	5	1039.80	4240.00	1582.75	3249.38	2314.59	2348.05
20 - 49	18	11	958.34	4506.02	1122.92	3000.01	2133.00	2167.42
50 - 99	18	21	958.32	4740.00	1049.99	2517.67	1683.00	1853.79
100 - 399	60	16	1356.88	6300.00	1356.88	2498.86	2254.64	2215.80

Geographic Area Data

Regina	40	30	1054.76	3666.67	1200.00	2517.67	2113.94	1954.70
Saskatoon	21	12	958.34	5908.50	1122.92	3249.38	2363.40	2252.37
Major Urban	23	2	1408.33	4740.00	1799.98	3141.67	2080.00	2336.92
Minor Urban	10	-	1039.80	6300.00	2000.00	4498.87	3137.50	3331.43
Rural	17	4	1174.33	4506.02	1582.75	3700.02	2499.99	2530.03
Province-wide	19	7	958.32	3000.00	1041.65	2363.40	1958.00	1892.88

Salesclerk, Class "A" - 5135-001-5

Sells merchandise to individuals from sales floor, applying knowledge of characteristics, quality and merit of items sold. Requires little knowledge regarding merchandise sold.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	35	366	658.83	1998.15	771.88	1074.04	1074.04	991.9
Union	1	10	1003.41	1574.53	1358.67	1537.17	1495.48	1453.10
Non-union	34	356	658.83	1998.15	771.88	1074.04	1074.04	978.95
Male	35	-	741.15	1998.15	812.50	1585.70	908.68	1030.99
Non-union	34	-	741.15	1998.15	771.88	1585.70	908.68	1031.80
Female	-	366	658.83	1700.00	745.88	1074.04	1074.04	988.23
Non-union	-	356	658.83	1700.00	745.88	1074.04	1074.04	973.90
All Employees (Part-time)	58	231	4.50	9.10	4.50	8.65	6.74	6.75
Union	1	12	4.89	9.08	4.95	8.51	7.46	7.03
Non-union	57	219	4.50	9.10	4.50	8.65	6.74	6.74
Male	58	-	4.50	8.57	4.50	7.47	6.00	5.94
Non-union	57	-	4.50	8.57	4.50	7.47	6.00	5.91
Female	-	231	4.50	9.10	4.50	8.65	7.68	6.96
Union	-	12	4.89	9.08	4.95	8051	7.46	7.00
Non-union	-	219	4.50	9.10	4.50	8.65	7.68	6.96
Commission Female	-	9	704.17	1559.70	779.85	1039.80	779.85	915.86
Non-union	-	9	704.17	1559.70	779.85	1039.80	779.85	915.86

Industry Data

Retail	35	366	658.83	1998.15	771.88	1074.04	1074.04	991.96
(Part-time)	58	231	4.50	9.10	4.50	8.65	6.74	6.75

Firm Size Data

1 - 19	4	11	741.15	1700.00	741.15	1358.67	923.00	973.54
20 - 49	2	31	658.83	1537.17	731.25	1474.78	975.00	1001.01
(Part-time)	9	25	4.50	8.51	4.50	5.00	4.50	4.82
50 - 99	1	47	745.88	1574.53	745.88	823.47	823.47	848.99
(Part-time)	12	33	4.50	9.08	4.50	7.46	4.90	5.37
100 - 399	14	97	731.25	1998.15	771.88	1137.50	858.00	930.98
(Part-time)	31	52	4.50	9.10	4.75	8.74	6.57	6.79

Salesclerk, Class "A" (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	10	97	731.25	1998.15	745.88	975.00	858.00	887.92
Saskatoon								
(Part-time)	28	190	4.50	9.10	4.75	8.65	7.68	7.17
Major Urban	3	28	731.25	1700.00	731.25	1495.48	934.38	968.79
Rural	1	12	900.00	1537.17	923.00	1537.17	1173.24	1206.28
(Part-time)	5	4	4.50	8.51	4.50	6.00	5.00	5.44

Salesclerk, Class "B" - 5135-001-6

Sells merchandise to individuals from sales floor, applying knowledge of characteristics, quality and merit of items sold. Requires enough knowledge of products to assist customers in making a selection.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	91	251	663.00	2166.00	779.85	1592.50	1140.32	1172.72
Union	21	11	798.91	1927.10	1136.85	1790.19	1590.33	1538.44
Non-union	70	240	663.00	2166.00	779.85	1560.00	1126.45	1134.97
Male	91	-	779.85	1927.10	1065.61	1681.01	1325.00	1337.43
Union	21	-	1065.61	1927.10	1384.67	1862.98	1590.33	1576.81
Non-union	70	-	779.85	1733.33	996.48	1599.56	1241.38	1265.61
Female	-	251	663.00	2166.00	750.75	1560.00	1065.80	1113.01
Union	-	11	798.91	1738.20	1062.36	1738.20	1619.00	1465.21
Non-union	-	240	663.00	2166.00	750.75	1560.00	1057.33	1096.87
All Employees (Part-time)	50	340	4.50	14.42	5.00	9.09	6.74	7.11
Union	17	30	5.01	10.75	6.13	10.03	7.84	8.28
Non-union	33	310	4.50	14.42	5.00	9.09	6.74	6.95
Male	50	-	4.50	10.95	5.01	9.65	6.70	7.03
Non-union	33	-	4.50	10.95	5.00	7.84	6.35	6.37
Female	-	340	4.50	14.42	5.00	9.09	6.74	7.12
Union	-	30	5.80	10.48	6.13	10.03	7.84	8.27
Non-union	-	310	4.50	14.42	5.00	9.09	6.74	7.01
Commission								
Male	8	-	1065.80	2800.00	1130.00	2150.00	1251.23	1520.58
Non-Union	8	-	1065.80	2800.00	1130.00	2150.00	1251.23	1520.58
Industry Data								
Retail	89	251	663.00	2166.00	779.85	1590.33	1131.76	1169.42
(Part-time)	50	340	4.50	14.42	5.00	9.09	6.74	7.11
Firm Size Data								
1 - 19	10	25	815.27	2166.00	815.27	1700.00	1250.00	1194.66
(Part-time)	1	16	4.50	14.42	4.78	6.36	5.00	5.80
(Commission)	2	1	1065.80	1386.40	1065.80	1386.40	1290.00	1247.40
20 - 49	15	27	779.85	1733.33	779.85	1603.03	812.50	1072.65
(Part-time)	3	9	4.75	8.94	5.00	5.60	5.15	5.50
50 - 99	33	70	750.75	1927.10	750.75	1590.33	1048.47	1057.68
(Part-time)	11	97	4.50	10.48	4.70	6.50	5.83	5.87
100 - 399	31	102	663.00	1966.25	888.88	1629.33	1191.13	1247.50
(Part-time)	35	168	4.75	10.95	5.50	9.52	7.11	7.51
400 plus	2	27	1149.89	1824.88	1149.89	1680.25	1149.89	1356.84

Salesclerk, Class "B" (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	10	45	750.75	1950.00	750.75	1400.00	779.85	923.70
(Part-time)	16	46	4.50	9.65	4.70	7.84	5.78	6.14
Saskatoon	15	20	953.15	2166.00	1067.63	1761.50	1472.25	1424.05
Major Urban	25	34	798.91	1927.10	812.50	1726.06	1126.45	1204.37
(Part-time)	8	20	5.00	14.42	5.00	10.48	9.83	8.52
Minor Urban	16	51	663.00	1750.00	884.00	1629.33	1384.67	1322.07
Rural	13	10	779.85	1622.09	909.83	1603.03	1369.07	1300.50
(Part-time)	4	9	4.50	8.94	4.75	6.36	5.00	5.43
Province-wide	12	91	845.70	1529.13	845.70	1251.25	1109.12	1076.48

Salesclerk, Class "C" - 5135-001-7

Sells merchandise to individuals from sales floor, applying knowledge of characteristics, quality and merit of items sold. Requires detailed knowledge of products and considerable skill in salesmanship.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	104	92	697.82	3260.00	901.16	2600.00	1712.20	1656.07
Union	42	21	1077.93	2277.16	1651.00	1903.93	1712.20	1734.58
Non-union	62	71	697.82	3260.00	850.00	2600.00	1412.10	1618.88
Male	104	-	812.50	3260.00	1215.50	2681.25	1712.20	1969.22
Union	42	-	1159.38	2277.16	1590.33	1930.56	1712.20	1744.96
Non-union	62	-	812.50	3260.00	1215.50	3250.00	1950.00	2121.14
Female	-	92	697.82	3250.00	849.17	1844.64	1095.90	1302.07
Union	-	21	1077.93	2029.34	1712.20	1844.64	1712.20	1713.81
Non-union	-	71	697.82	3250.00	849.17	1787.50	1005.14	1180.28
All Employees (Part-time)								
Male	12	-	4.50	13.56	4.50	10.47	8.35	8.12
Non-union	8	-	4.50	13.56	4.50	9.75	6.19	7.15
(Commission)								
Female	-	22	883.83	4292.64	953.15	2176.65	1600.00	1678.69
Non-union	-	22	883.83	4292.64	953.15	2176.65	1600.00	1678.69
Industry Data								
Retail	103	92	697.82	3260.00	901.16	2600.00	1712.20	1655.67
Firm Size Data								
1 - 19	5	25	697.82	3260.00	850.00	1725.00	1053.00	1220.63
(Part-time)	-	24	4.50	8.30	4.50	6.50	5.50	5.57
20 - 49	14	14	812.50	2100.02	901.16	1669.98	1142.20	1246.35
(Part-time)	2	30	4.50	6.62	4.50	5.75	4.75	5.03
50 - 99	13	24	814.51	2277.16	849.17	1812.72	975.00	1265.74
100 - 399	43	20	1215.50	2681.25	1712.20	1903.93	1712.20	1743.11
Geographic Area Data								
Regina	5	28	814.51	1903.93	849.17	1844.64	975.00	1131.25
Saskatoon	37	27	849.17	3260.00	1039.80	3250.00	1950.00	2080.60
(Part-time)	2	27	4.50	13.56	4.50	8.30	5.20	5.87
Major Urban	8	7	812.50	2277.16	850.00	2277.16	1812.72	1580.55
Rural	14	4	875.17	2100.02	1005.14	1669.98	1426.87	1391.80
(Part-time)	2	6	4.73	7.00	4.84	6.62	5.75	5.75

Salesperson, Wholesale - 5135-002-0

Calls on prospective buyers in the retail market, or on industrial consumers within a locality or surrounding territory and solicits orders for merchandise. May be known according to type of product sold.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	122	7	1000.00	4500.00	1820.00	3250.00	2457.00	2516.51
Non-union	122	7	1000.00	4500.00	1820.00	3250.00	2457.00	2516.51
Male	122	-	1000.00	4500.00	1820.00	3250.00	2491.50	2524.32
Female	-	7	1500.00	4500.00	1999.83	2550.00	2000.00	2380.33
All Employees (Part-time)	1	7	6.00	9.90	8.00	9.90	9.90	9.06
Non-union	1	7	6.00	9.90	8.00	9.90	9.90	9.06
(Commission)	23	-	937.00	3626.00	1594.00	3307.00	3032.00	2653.09
Industry Data								
Mfg. & Process.	24	5	1500.00	4200.00	1999.83	3332.56	2500.33	2665.67
Wholesale	82	1	1000.00	4500.00	1700.00	3200.00	2236.00	2410.94
(Commission)	23	-	937.00	3626.00	1594.00	3307.00	3032.00	2653.09
Firm Size Data								
1 - 19	43	1	1000.00	4500.00	1800.00	4200.00	2475.00	2628.02
20 - 49	66	1	1183.00	3462.00	1911.00	3075.00	2500.00	2486.80
(Commission)	12	-	937.00	3626.00	1181.00	3184.00	2767.00	2428.25
Geographic Area Data								
Regina	42	4	1365.00	4500.00	1999.83	3200.00	2475.17	2576.55
(Commission)	11	-	1972.00	3307.00	2015.00	3307.00	3307.00	2983.82
Saskatoon	51	3	1183.00	4500.00	1653.17	3165.00	2500.00	2522.72
(Commission)	12	-	937.00	3626.00	1181.00	3032.00	2500.00	2349.92
Major Urban	8	-	1000.00	3332.56	1300.00	3250.00	3250.00	2599.85
Province-wide	21	-	1895.83	3320.00	1995.50	3320.00	2100.00	2337.26

Counter Salesperson, Wholesale - 5135-004-0

Sells various types of parts or products to customers entitled to make purchases at wholesale prices and who call at sales counter of the establishment.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	37	4	1040.00	2620.00	1100.00	2083.32	1529.50	1590.48
Non-union	37	4	1040.00	2620.00	1100.00	2083.32	1529.50	1590.48
Male	37	-	1040.00	2620.00	1134.00	2083.32	1600.00	1609.04
Female	-	4	1100.00	1550.00	1100.00	1550.00	1512.50	1418.75
Industry Data								
Wholesale	37	4	1040.00	2620.00	1100.00	2083.32	1529.50	1590.48
Firm Size Data								
1 - 19	15	4	1100.00	2620.00	1250.00	2099.50	1550.00	1649.87
20 - 49	20	-	1040.00	2100.00	1092.00	2015.00	1564.75	1555.60

Counter Salesperson, Wholesale (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
Geographic Area Data	Male	Female	Low	High	Low	High	Median	Mean
Regina	7	3	1100.00	2620.00	1134.00	2100.00	1450.00	1602.30
Saskatoon	20	1	1040.00	2100.00	1092.00	2015.00	1600.00	1566.36
Province-wide	9	-	1300.00	2099.50	1339.00	2083.32	1600.00	1654.76

Salesperson, Motor Vehicles - **5135-110-0**

Sells new or used motor vehicles such as automobiles, trucks or motorcycles.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
Provincial Data	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	20	3	900.00	3000.00	900.00	3000.00	3000.00	2537.68
Non-union	20	3	900.00	3000.00	900.00	3000.00	3000.00	2537.68
(Commission)	94	-	1100.00	4782.00	1500.00	3470.00	2000.00	2357.48
Non-union	94	-	1100.00	4782.00	1500.00	3470.00	2000.00	2357.48
Industry Data								
Wholesale (Commission)	11	-	1198.17	4600.00	1380.17	4600.00	2400.00	2672.62
Retail	19	3	900.00	3000.00	900.00	3000.00	3000.00	2562.12
(Commission)	83	-	1100.00	4782.00	1500.00	3400.00	2000.00	2315.71
Firm Size Data								
1 - 19	5	-	1500.00	3000.00	2000.00	3000.00	2000.00	2133.33
(Commission)	11	-	1100.00	2600.00	1100.00	2400.00	1600.00	1701.83
20 - 49 (Commission)	35	-	1350.00	4600.00	2000.00	4400.00	2500.00	2753.48
50 - 99 (Commission)	48	-	1500.00	4782.00	1500.00	2910.00	2000.00	2218.98
Geographic Area Data								
Saskatoon (Commission)	35	-	2000.00	4782.00	2000.00	2910.00	2000.00	2231.74
Major Urban (Commission)	20	-	1350.00	4400.00	1600.00	3200.00	2475.00	2591.71
Minor Urban (Commission)	15	-	1100.00	3470.00	1736.80	3416.00	2261.61	2291.96
Rural (Commission)	7	-	1198.17	2600.00	1380.17	2000.00	2000.00	1811.19

Partsman/woman - **5135-126-0**

Sells spare and replacement parts for motor vehicles, machinery and equipment from behind counter in an agency, repair shop or parts store.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
Provincial Data	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	120	7	779.85	2798.80	1192.00	2200.00	1700.00	1717.19
Non-union	115	7	779.85	2798.80	1192.00	2229.00	1687.50	1709.70
Male	120	-	779.85	2798.80	1200.00	2229.00	1720.00	1744.28
Non-union	115	-	779.85	2798.80	1200.00	2300.00	1705.00	1737.50

Partsman/woman (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Female	-	7	953.15	1733.33	1083.33	1500.00	1200.00	1252.83
(Commission)	5	-	1450.00	2215.00	1473.05	2215.00	1780.00	1763.61
Non-union	5	-	1450.00	2215.00	1473.05	2215.00	1780.00	1763.61
Industry Data								
Wholesale	55	-	1120.00	2575.00	1299.75	2339.55	1838.71	1789.41
Retail	61	7	779.85	2525.00	1100.00	2200.00	1650.00	1655.40
Firm Size Data								
1 - 19	32	-	996.67	2798.80	1152.45	2010.28	1587.50	1596.22
20 - 49	48	4	779.85	2500.00	1170.00	2300.00	1726.50	1722.10
(Commission)	5	-	1450.00	2215.00	1473.05	2215.00	1780.00	1763.61
50 - 99	40	3	1100.00	2575.00	1200.00	2229.00	1775.00	1801.28
Geographic Area Data								
Regina	25	-	1192.00	2043.21	1225.00	2043.21	1600.00	1619.65
Saskatoon	40	3	996.67	2798.80	1475.00	2425.00	1885.00	1893.43
Major Urban	26	3	779.85	2499.99	1200.00	2339.55	1720.00	1685.40
Minor Urban	20	1	1039.80	2200.00	1100.00	1975.00	1600.00	1556.33

Sales Clerk, Food Store - 5137-114

Performs any combination of duties in retail sales establishments such as obtaining articles for customer from counter, shelf or stockroom; writing sales check for items purchased, receiving payment or preparing charge slips; bagging or wrapping merchandise; stocking shelves, counters and display areas.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	31	76	4.50	13.30	5.00	11.08	6.75	7.52
Union	15	26	4.68	13.30	6.50	12.40	10.03	9.51
Non-union	16	50	4.50	9.50	4.75	8.40	6.05	6.28
Male	31	-	4.68	13.30	5.75	12.40	9.00	8.69
Union	15	-	4.68	13.30	8.87	12.40	10.75	10.42
Non-union	16	-	5.00	9.50	5.75	9.00	6.60	7.06
Female	-	76	4.50	12.40	4.85	10.03	6.50	7.04
Union	-	26	5.62	12.40	6.50	11.50	8.80	8.98
Non-union	-	50	4.50	8.65	4.75	7.30	6.00	6.03
All Employees (Part-time)	90	153	4.50	11.56	4.50	11.08	6.00	6.68
Union	64	114	4.50	11.56	4.75	11.08	6.70	7.27
Non-union	26	39	4.50	8.40	4.50	6.00	4.75	5.08
Male	90	-	4.50	11.56	4.50	9.94	5.83	6.21
Union	64	-	4.50	11.56	4.50	11.56	6.00	6.78
Non-union	26	-	4.50	6.10	4.50	5.10	4.75	4.79
Female	-	153	4.50	11.56	4.55	11.08	6.36	6.96
Union	-	114	4.50	11.56	4.81	11.08	6.92	7.54
Non-union	-	39	4.50	8.40	4.50	6.00	5.00	5.27

Sales Clerk, Food Store (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Industry Data								
Mfg. & Process.	-	24	4.50	8.00	4.50	6.75	5.88	5.77
(Part-time)	7	10	4.50	7.91	4.50	6.41	4.83	5.26
Retail	31	48	4.60	13.30	5.50	11.56	7.81	8.16
(Part-time)	83	142	4.50	11.56	4.50	11.08	6.00	6.79
Firm Size Data								
1 - 19	5	21	4.50	9.50	5.07	8.00	6.00	6.31
(Part-time)	4	16	4.50	6.00	4.50	6.00	4.79	5.12
20 - 49	6	31	4.50	10.49	4.75	8.10	6.25	6.27
(Part-time)	20	24	4.50	8.40	4.50	5.80	4.75	5.05
50 - 99	4	5	5.62	13.30	7.22	12.40	12.40	10.37
(Part-time)	14	31	4.50	7.99	4.50	7.74	6.08	5.98
100 - 399	16	19	4.68	12.14	6.10	11.56	9.40	8.99
(Part-time)	26	47	4.50	11.56	4.75	11.56	9.94	8.55
Geographic Area Data								
Regina	2	13	4.50	12.14	5.07	11.68	8.50	8.51
Saskatoon	-	9	4.75	8.00	4.75	6.20	6.00	5.77
(Part-time)	-	5	5.00	6.00	6.00	6.00	6.00	5.80
Minor Urban	8	11	4.50	9.40	5.00	9.00	6.75	6.89
(Part-time)	14	26	4.55	7.99	4.75	7.03	5.93	5.88
Rural	11	26	4.50	10.49	5.37	8.65	6.50	6.64
(Part-time)	31	35	4.50	8.40	4.50	6.00	4.59	5.05

Service Station Attendant - 5145-110

Sells fuels, lubricants and miscellaneous automotive accessories, and services motor vehicles at retail gasoline service stations. Includes attendants at self-serve stations.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	80	50	4.50	10.71	4.50	8.12	5.50	5.90
Union	11	3	4.81	10.71	5.15	10.03	9.84	8.44
Non-union	69	47	4.50	8.53	4.50	7.25	5.25	5.59
Male	80	-	4.50	10.71	4.50	8.35	5.38	5.96
Union	11	-	4.81	10.71	5.15	10.03	9.83	8.04
Non-union	69	-	4.50	8.53	4.50	7.25	5.19	5.63
Female	-	50	4.50	10.03	4.50	7.33	5.50	5.80
Non-union	-	47	4.50	8.19	4.50	6.75	5.50	5.53
All Employees (Part-time)	36	12	4.50	10.43	4.50	7.15	4.95	5.56
Union	20	7	4.50	9.84	4.75	7.84	5.10	5.91
Non-union	16	5	4.50	10.43	4.50	5.88	4.64	5.11
Male	36	-	4.50	10.43	4.50	6.83	4.84	5.49
Union	20	-	4.50	9.83	4.75	7.84	5.10	5.76
Non-union	16	-	4.50	10.43	4.50	5.35	4.63	5.15
Female	-	12	4.50	9.84	4.50	7.15	5.52	5.79
Union	-	7	4.75	9.84	4.75	7.15	5.85	6.35
Non-union	-	5	4.50	5.88	4.50	5.88	4.64	5.00

Service Station Attendant (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Industry Data								
Retail	80	50	4.50	10.71	4.50	8.12	5.50	5.90
(Part-time)	36	12	4.50	10.43	4.50	7.15	4.95	5.56
Firm Size Data								
1 - 19	11	4	4.50	8.12	4.50	6.25	4.50	5.00
(Part-time)	8	3	4.50	10.43	4.50	6.00	5.01	5.50
20 - 49	11	6	4.85	9.84	5.25	8.50	6.00	6.43
(Part-time)	13	4	4.50	9.84	4.50	5.53	4.77	5.17
100 - 399	7	2	5.95	10.03	6.00	10.03	8.35	8.17
Geographic Area Data								
Regina	8	4	4.50	5.00	4.50	5.00	4.50	4.63
Major Urban	7	1	6.30	10.71	9.83	10.03	10.03	9.60
Minor Urban	15	8	4.81	8.53	5.19	8.19	6.00	6.50
(Part-time)	3	1	4.75	5.85	4.75	5.85	4.98	5.14
Rural	8	3	4.85	9.84	5.15	9.84	6.00	6.85
(Part-time)	20	7	4.50	10.43	4.50	6.00	4.77	5.31

Service Manager - 5170-199

Prepares work orders of customers wanting repair or service work done. Schedules work within the establishment.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	8	-	1450.00	2535.00	2300.00	2526.33	2355.50	2291.67
Non-union	8	-	1450.00	2535.00	2300.00	2526.33	2355.50	2291.67
Industry Data								
Wholesale	6	-	1450.00	2535.00	2300.00	2400.00	2311.00	2217.83
Firm Size Data								
1 - 19	4	-	1450.00	2526.33	1450.00	2526.33	2400.00	2194.08
Geographic Area Data								
Regina	5	-	2300.00	2526.33	2311.00	2526.33	2311.00	2389.67
Saskatoon	3	-	1450.00	2535.00	1450.00	2535.00	2400.00	2128.33

Salesperson, Life Insurance - 5171-114

Solicits and sells all types of life insurance, using a knowledge of law, accounting, taxation and estate planning.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	29	5	1092.00	5640.00	1247.00	3000.00	2434.50	2412.64
Non-union	29	5	1092.00	5640.00	1247.00	3000.00	2434.50	2412.64
Male	29	-	1092.00	5640.00	1300.00	3000.00	2394.00	2408.88
Female	-	5	1144.00	3816.00	1247.00	3816.00	2965.00	2434.40

Salesperson, Life Insurance (continued)

(Monthly Rates)				Industry Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Finance	29	5	1092.00	5640.00	1247.00	3000.00	2434.50	2412.64
				Firm Size Data				
1 - 19	14	2	1092.00	3000.00	1300.00	3000.00	2865.00	2378.04

Salesperson, General Insurance - 5171-118

Sells fire, automobile, marine and other types of insurance to new and existing clients.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	2	2	1646.67	2750.00	1646.67	2750.00	1955.00	2076.67
Non-union	2	2	1646.67	2750.00	1646.67	2750.00	1955.00	2076.67
				Industry Data				
Finance	2	2	1646.67	2750.00	1646.67	2750.00	1955.00	2076.67

Salesperson, Real Estate - 5172-118

Sells and leases land, houses, apartments, commercial buildings and other real estate for clients. Interviews prospective sellers to solicit listings and advertises properties for sale or lease. Draws up sales or rental agreements. Advises and assists clients in the arrangements of mortgages.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	15	2	1275.00	9836.67	1500.00	4000.00	1500.00	2886.92
Non-union	15	2	1275.00	9836.67	1500.00	4000.00	1500.00	2886.92
Male	15	-	1275.00	9836.67	1500.00	8000.00	1500.00	3017.44
				Industry Data				
Finance	15	2	1275.00	9836.67	1500.00	4000.00	1500.00	2886.92

Driver Salesperson - 5193-118-0

Drives truck over established route to deliver and sell products on retail or wholesale basis. Picks up empty containers or unsold products for return to plant. May place stock on shelves and set up displays.

(Monthly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	122	-	909.83	3100.00	1924.00	2816.67	2556.43	2448.25
Union	52	-	1750.00	3100.00	1924.00	2700.00	2326.00	2302.25
Non-union	70	-	909.83	2875.00	1516.67	2816.67	2816.67	2556.71

Driver Salesperson (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
				Industry Data				
Mfg. & Process.	100	-	1039.80	3100.00	2310.00	2816.67	2758.34	2591.65
				Firm Size Data				
1 - 19	16	-	1039.80	2980.03	1506.27	2479.88	2326.00	2225.44
20 - 49	44	-	909.83	3100.00	1516.67	2875.00	2370.74	2261.02
				Geographic Area Data				
Major Urban	36	-	1473.33	2980.03	2197.00	2875.00	2408.00	2462.15
Minor Urban	20	-	1506.27	3100.00	2326.00	2700.00	2370.74	2411.56

Driver Salesperson Helper - 5193-126-0

Helps Driver Salesperson in providing sales, services or deliveries of goods to customers on an established route. May drive truck. May help solicit new business.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
				Provincial Data				
All Employees (Full-time)	12	-	1730.00	2672.54	1730.00	2440.00	2371.98	2206.93
Non-union	10	-	1730.00	2440.00	1730.00	2440.00	2249.17	2150.67
				Industry Data				
Mfg. & Process.	12	-	1730.00	2672.54	1730.00	2440.00	2371.98	2206.93
				Geographic Area Data				
Major Urban	10	-	1730.00	2672.54	1730.00	2440.00	2440.00	2236.65

Service

Fire Captain - 6111-114-6

Co-ordinates activities of company of fire fighters assigned to specific fire station. May recommend corrective measures for fire hazards or safety violations to building owners.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	77	-	2686.67	3897.83	3565.00	3804.67	3804.67	3711.12
Non-union	4	-	2686.67	3835.00	2686.67	3835.00	2839.25	3050.04
Industry Data								
Public Admin.	77	-	2686.67	3897.83	3565.00	3804.67	3804.67	3711.12
Firm Size Data								
100 - 399	5	-	2686.67	3835.00	2970.50	3835.00	3291.99	3216.63
Geographic Area Data								
Major Urban	7	-	3291.99	3835.00	3299.01	3565.00	3565.00	3526.57

Fire Lieutenant - 6111-114-5

Co-ordinates activities of company of fire fighters assigned to specific fire station. May recommend corrective measures for fire hazards or safety violations to building owners.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	69	-	2722.44	3551.00	3246.00	3492.67	3492.67	3400.07
Union	67	-	2722.44	3551.00	3246.00	3492.67	3492.67	3405.29
Industry Data								
Public Admin.	69	-	2722.44	3551.00	3246.00	3492.67	3492.67	3400.07
Firm Size Data								
100 - 399	10	-	2722.44	3551.00	2722.44	3551.00	3225.00	3154.38
Geographic Area Data								
Major Urban	14	-	2722.44	3551.00	2722.44	3551.00	3246.00	3180.55

Fire Fighter, Below First Class - 6111-126-6

Controls and extinguishes fires, protects life and property and maintains equipment as member of fire department for municipality or industrial establishment. May drive fire truck. May administer first aid to persons injured during fire fighting operation.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	79	-	1601.04	2933.00	1978.00	2805.83	2130.00	2267.57
Industry Data								
Public Admin.	79	-	1601.04	2933.00	1978.00	2805.83	2130.00	2267.57

Fire Fighter, First Class - 6111-126-8

Controls and extinguishes fires, protects life and property and maintains equipment as member of fire department for municipality or industrial establishment. May drive fire truck. May administer first aid to persons injured during fire fighting operation.

(Monthly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	278	-	2042.00	3241.00	2956.00	3195.50	3088.00	3063.13
Union	278	-	2042.00	3241.00	2956.00	3195.50	3088.00	3063.13
	Industry Data							
Public Admin.	278	-	2042.00	3241.00	2956.00	3195.50	3088.00	3063.13
	Geographic Area Data							
Major Urban	60	-	2053.00	3241.00	2415.00	3241.00	3043.00	2925.00

Detachment Commander - 6112-114

Supervises and co-ordinates activities of uniformed personnel assigned to police detachment. Commands subordinate officers and assumes responsibility for efficiency and discipline of personnel in assigned area. Supervises training of new members. Directs investigation of criminal offenses.

(Monthly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	16	-	3045.00	4889.00	3045.00	4343.00	4343.00	3967.13
	Industry Data							
Public Admin.	16	-	3045.00	4889.00	3045.00	4343.00	4343.00	3967.13

Detective - 6112-146

Investigates crimes such as homicide, robbery, arson, illegal sale of narcotics and liquor to solve crimes and arrest persons suspected of having contravened the law. May escort and guard drugs imported and in transit.

(Monthly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	81	1	3608.00	4067.00	3608.00	4012.67	4012.67	3936.66
Union	81	1	3608.00	4067.00	3608.00	4012.67	4012.67	3936.66

Policeman/woman, Below First Class - 6112-158-6

Patrols assigned area on foot or using motor vehicle or motor boat to enforce Federal and Provincial statutes, Municipal laws and regulations and arrest violators.

(Monthly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	82	6	2118.00	3254.00	2249.00	3007.00	2672.50	2678.73
Union	82	6	2118.00	3254.00	2249.00	3007.00	2672.50	2678.73
Male	82	-	2118.00	3007.00	2249.00	2920.00	2672.50	2654.79
Female	-	6	2672.50	3254.00	2769.00	3113.50	3113.50	3006.00

Policeman/woman, Below First Class (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Industry Data								
Public Admin.	82	6	2118.00	3254.00	2249.00	3007.00	2672.50	2678.73
Firm Size Data								
400 plus	72	6	2249.00	3254.00	2595.67	3007.00	2672.50	2725.25

Policeman/woman, First Class - 6112-158-5

Patrols assigned area on foot or using motor vehicle or motor boat to enforce Federal and Provincial statutes, Municipal laws and regulations and arrest violators.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	308	7	2115.00	3608.00	3218.00	3608.00	3343.17	3328.04
Union	308	7	2115.00	3608.00	3218.00	3608.00	3343.17	3328.04
Male	308	-	2115.00	3608.00	3218.00	3608.00	3343.17	3325.13
Female	-	7	3341.00	3608.00	3341.00	3608.00	3343.17	3456.05
Industry Data								
Public Admin.	308	7	2115.00	3608.00	3218.00	3608.00	3343.17	3328.04
Firm Size Data								
400 plus	267	7	2115.00	3608.00	3254.00	3608.00	3343.17	3372.07

Security Guard - 6115-138-0

Guards industrial or commercial property against fire, theft, vandalism and illegal entry. Patrols periodically assigned areas to discover irregularities. Answers questions and gives directions on request.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	368	63	4.50	17.03	4.50	12.36	6.90	7.83
Union	67	8	10.34	16.22	11.51	12.77	11.88	12.23
Non-union	301	55	4.50	17.03	4.50	8.00	6.90	6.90
Male	368	-	4.50	17.03	4.50	12.36	6.90	8.03
Union	67	-	10.34	16.22	11.51	12.77	11.88	12.27
Female	-	63	4.50	14.11	4.50	11.88	5.00	6.68
Union	-	8	11.13	12.36	11.51	12.36	11.88	11.88
Non-union	-	55	4.50	14.11	4.50	9.25	5.00	5.92
All Employees (Part-time)	221	61	4.50	11.15	5.00	7.00	6.90	6.46
Non-union	218	61	4.50	11.15	5.00	6.90	6.90	6.42
Male	221	-	4.50	11.15	5.00	7.00	6.90	6.66
Non-union	218	-	4.50	11.15	5.00	7.00	6.90	6.62
Female	-	61	4.50	11.15	4.50	6.90	5.00	5.71

Security Guard (continued)

(Hourly Rates)	Industry Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Primary	14	3	11.55	17.03	13.38	17.03	14.43	14.66
Trans., Comm. & Util.	16	-	12.39	16.22	12.39	16.22	12.77	13.76
Retail	3	4	5.50	12.00	5.50	10.85	10.00	8.86
(Part-time)	6	3	4.50	11.15	5.50	11.15	8.15	8.38
Health & Educ.	53	7	6.23	12.36	11.13	12.36	11.88	11.73
(Part-time)	5	-	5.00	10.53	5.00	10.53	10.02	8.11
Service	275	48	4.50	8.64	4.50	6.90	6.90	6.36
(Part-time)	208	58	4.50	8.64	5.00	6.90	6.90	6.35
	Firm Size Data							
20 - 49	6	1	6.75	14.90	6.75	9.95	9.95	9.29
50 - 99	8	-	7.79	17.03	16.22	17.03	16.63	15.57
100 - 399	284	53	4.50	16.22	4.50	8.00	6.90	6.67
(Part-time)	175	51	4.50	10.53	4.50	6.90	6.90	6.37
400 plus	69	9	8.02	15.18	11.13	12.77	11.88	11.88
(Part-time)	23	3	6.25	11.15	6.25	10.75	7.20	7.89
	Geographic Area Data							
Regina								
(Part-time)	168	13	6.00	8.64	6.00	6.90	6.90	6.78
Saskatoon	113	52	4.50	12.36	4.50	12.36	5.00	7.06
Major Urban	16	-	6.23	16.22	10.67	13.62	12.39	12.42
Rural	12	1	9.95	14.43	9.95	14.43	13.38	12.89

Supervisor, Chefs and Cooks - 6120-122-0

Supervises and co-ordinates activities of workers engaged in preparing and cooking food for consumption in hotels.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	21	19	5.00	20.48	6.00	13.85	8.00	9.13
Non-union	21	19	5.00	20.48	6.00	13.85	8.00	9.13
Male	21	-	6.00	20.48	8.00	14.43	9.81	10.79
Female	-	19	5.00	9.23	5.50	8.24	7.50	7.30
	Industry Data							
Service	21	19	5.00	20.48	6.00	13.85	8.00	9.13
	Firm Size Data							
1 - 19	-	4	5.50	9.00	5.50	9.00	7.62	7.44
20 - 49	14	15	5.00	17.56	6.00	10.96	8.00	8.57
	Geographic Area Data							
Regina	8	4	7.57	17.56	8.00	10.96	8.00	9.39
Major Urban	7	8	6.00	14.43	7.50	13.85	7.50	8.72
Rural	-	7	5.00	9.00	5.00	7.75	5.50	6.39

Supervisor, Waiters and Waitresses - 6120-126-0

Supervises and co-ordinates the activities of workers engaged in greeting and receiving guests in dining rooms, planning and arranging for banquets and other food services and serving food and beverages.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	7	19	5.25	17.07	5.50	10.49	7.36	8.09
Non-union	7	19	5.25	17.07	5.50	10.49	7.36	8.09
Male	7	-	5.25	17.07	5.25	11.43	6.50	8.75
Female	-	19	5.50	13.33	5.77	9.81	7.79	7.85
All Employees (Part-time)	2	3	5.00	7.50	5.00	7.50	5.00	6.00
	Industry Data							
Service	7	19	5.25	17.07	5.50	10.49	7.36	8.09
	Firm Size Data							
1 - 19	1	3	5.50	11.43	5.50	11.43	5.89	7.18
20 - 49	6	8	5.25	17.07	5.25	13.33	6.38	7.99
	Geographic Area Data							
Major Urban	4	7	5.25	17.07	5.25	13.33	6.25	8.45
Rural	1	3	5.50	11.43	5.50	11.43	5.89	7.18

Cook, General - 6121-114-0

In a smaller establishment, performs a variety of duties to prepare, cook, decorate and arrange foodstuffs for consumption. May also bake items such as bread and rolls.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	33	31	4.50	9.69	5.00	9.00	6.25	6.53
Non-union	33	30	4.50	9.69	5.00	9.00	6.25	6.50
Male	33	-	4.57	9.69	5.00	9.00	6.50	7.03
Female	-	31	4.50	8.76	5.00	7.00	5.75	6.01
Non-union	-	30	4.50	8.50	5.00	7.00	5.75	5.92
All Employees (Part-time)	1	11	4.75	9.11	4.85	8.95	7.36	7.06
Non-union	1	5	4.75	6.25	4.85	6.00	5.00	5.31
Female	-	11	4.75	9.11	4.85	8.95	8.46	7.13
Non-union	-	5	4.75	6.00	4.85	6.00	5.00	5.12
	Industry Data							
Service	33	29	4.50	9.69	5.00	9.00	6.25	6.55
(Part-time)	1	11	4.75	9.11	4.85	8.95	7.36	7.06
	Firm Size Data							
1 - 19	5	15	4.50	9.69	5.00	8.50	5.93	6.41
20 - 49	17	13	4.57	9.23	4.57	7.50	6.25	6.12

Cook, General (continued)

(Hourly Rates)

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	3	2	6.50	9.23	6.50	9.23	6.50	7.50
Saskatoon	12	9	4.57	9.00	4.57	9.00	6.25	6.52
Major Urban	17	1	5.00	9.69	5.75	8.52	6.25	6.77
Rural	1	14	5.25	8.50	5.50	8.00	5.75	6.23

Cook, Institution - 6121-122-0

Prepares and cooks meals for residents, members and employees of institutions. May prepare special diet or other foods, or prepare cafeteria style meals and be designated accordingly.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	48	243	1236.51	2398.14	1609.96	2058.80	1846.00	1840.26
Union	47	216	1495.58	2398.14	1610.00	2058.80	1862.98	1856.56
Non-union	1	27	1236.51	1986.02	1600.00	1863.33	1639.00	1687.13
Male	48	-	1608.22	2398.14	1738.20	2198.00	1976.37	1976.62
Union	47	-	1608.75	2398.14	1753.38	2198.00	1976.37	1984.46
Female	-	243	1236.51	2254.63	1609.96	1986.02	1824.85	1813.32
Union	-	216	1495.58	2254.63	1609.96	1987.38	1862.25	1828.73
Non-union	-	27	1236.51	1986.02	1600.00	1863.33	1639.00	1690.05
All Employees (Part-time)	10	115	7.50	11.16	9.19	10.83	9.96	9.97
Union	8	91	8.41	11.16	9.19	10.83	10.25	10.08
Non-union	2	24	7.50	11.01	8.82	10.21	9.58	9.53
Male	10	-	7.50	11.16	7.50	11.16	10.83	10.16
Union	8	-	9.90	11.16	10.36	11.16	11.16	10.82
Female	-	115	8.41	11.16	9.19	10.68	9.96	9.95
Union	-	91	8.41	11.16	9.19	10.68	10.11	10.02
Non-union	-	24	8.82	11.01	9.06	10.49	9.73	9.70

Industry Data

Health & Educ.	48	243	1236.51	2398.14	1609.96	2058.80	1846.00	1840.26
(Part-time)	10	115	7.50	11.16	9.19	10.83	9.96	9.97

Firm Size Data

1 - 19	1	6	1600.00	1863.00	1639.00	1813.50	1704.63	1710.04
(Part-time)	2	5	7.50	11.16	7.50	11.01	10.53	9.80
20 - 49	5	87	1236.51	1934.03	1608.75	1934.03	1809.44	1786.54
(Part-time)	-	69	8.82	11.16	9.19	10.53	9.88	9.89
50 - 99	2	45	1495.58	2119.46	1608.75	1934.03	1813.00	1761.68
(Part-time)	-	24	8.41	10.75	9.06	10.49	9.90	9.84
100 - 399	7	50	1573.50	2190.51	1608.75	1934.03	1862.98	1810.63
(Part-time)	7	11	9.29	11.16	9.90	11.16	10.49	10.47
400 plus	33	55	1609.96	2398.14	1803.46	2198.00	1970.80	1967.93
(Part-time)	1	6	9.06	10.83	9.06	10.83	10.36	10.04

Cook, Institution (continued)

Geographic Area Data

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	13	26	1609.96	2398.14	1639.00	2150.90	1828.32	1900.22
Saskatoon	9	31	1608.00	2254.63	1656.40	2119.46	1934.03	1887.38
(Part-time)	2	13	9.67	10.83	9.90	10.83	10.47	10.35
Major Urban	14	30	1608.75	2254.63	1610.00	2190.51	1893.92	1899.60
(Part-time)	1	6	9.29	10.49	9.29	10.49	10.49	10.11
Minor Urban	5	33	1529.00	2240.00	1608.75	1987.00	1870.09	1844.81
(Part-time)	7	6	7.50	11.16	7.50	11.16	10.25	10.07
Rural	7	123	1236.51	2119.46	1608.75	1934.03	1817.92	1786.35
(Part-time)	-	86	8.41	11.16	9.19	10.53	9.90	9.91

Short Order Cook - 6121-130-0

Prepares and cooks quick lunches or meals. May serve customer at counter, table or snackbar and accept payment for food served.

Provincial Data

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	13	16	5.00	8.50	5.40	8.00	5.80	6.30
Non-union	13	15	5.00	8.50	5.40	8.00	5.80	6.25
Male	13	-	5.00	8.08	5.51	8.00	5.80	6.44
Non-union	13	-	5.00	8.08	5.51	8.00	5.80	6.44
Female	-	16	5.00	8.50	5.40	7.66	5.80	6.19
Industry Data								
Service	13	16	5.00	8.50	5.40	8.00	5.80	6.30
Firm Size Data								
20 - 49	11	16	5.00	8.50	5.40	8.00	5.80	6.30
Geographic Area Data								
Regina	2	1	7.50	8.08	7.50	8.08	7.66	7.75

Kitchen Helper - 6198-134-0

Performs any combination of duties to help maintain kitchen work areas and restaurant equipment and utensils in clean and orderly condition. May wash and peel vegetables.

Provincial Data

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	32	328	682.50	2403.67	1039.80	1706.00	1571.38	1534.98
Union	18	275	1337.99	2403.67	1569.14	1706.00	1577.61	1620.70
Non-union	14	53	682.50	1845.65	779.85	1682.74	1039.80	1160.10
Male	32	-	682.65	2403.67	758.50	1803.46	1594.77	1367.25
Union	18	-	1577.61	2403.67	1609.54	2150.90	1670.00	1753.04
Non-union	14	-	682.65	1039.80	682.65	1039.80	888.17	871.23
Female	-	328	682.50	2058.80	1374.40	1682.74	1571.38	1551.34
Union	-	275	1337.99	2058.80	1569.14	1682.74	1577.61	1612.03
Non-union	-	53	682.50	1845.65	780.00	1780.00	1365.00	1236.41

Kitchen Helper (continued)

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Part-time)	29	488	4.50	10.83	8.59	9.71	9.40	9.22
Union	20	416	5.78	10.83	9.06	9.71	9.42	9.38
Non-union	9	72	4.50	10.29	5.00	9.67	9.16	8.36
Male	29	-	4.50	10.29	4.50	9.71	9.19	8.25
Union	20	-	5.78	10.01	9.16	9.71	9.19	9.11
Non-union	9	-	4.50	10.29	4.50	9.40	5.00	6.34
Female	-	488	4.50	10.83	8.82	9.71	9.40	9.27
Union	-	416	7.98	10.83	9.06	9.71	9.44	9.39
Non-union	-	72	4.50	9.96	5.40	9.67	9.16	8.61
				Industry Data				
Health & Educ.	18	303	1255.24	2403.67	1528.34	1726.07	1577.61	1616.54
(Part-time)	21	478	7.60	10.83	9.05	9.71	9.40	9.37
Service	14	25	682.50	1125.00	758.50	1039.80	823.18	863.60
(Part-time)	8	10	4.50	6.50	4.50	5.78	5.00	5.08
				Firm Size Data				
1 - 19	-	11	682.50	1610.00	780.00	1610.00	1096.15	1143.51
(Part-time)	-	9	4.50	9.71	4.75	9.67	9.44	8.11
20 - 49	6	58	758.50	1845.65	823.18	1780.00	1570.10	1396.19
(Part-time)	9	123	4.50	10.83	5.78	9.71	9.19	8.78
50 - 99	4	32	682.65	1710.00	905.85	1682.74	1571.19	1429.51
(Part-time)	-	132	7.98	9.71	8.59	9.71	9.40	9.30
100 - 399	4	89	953.15	1830.05	1488.50	1682.74	1571.38	1565.15
(Part-time)	13	77	9.16	10.01	9.16	9.71	9.40	9.42
400 plus	18	138	1485.10	2403.67	1569.14	1721.04	1577.88	1625.87
(Part-time)	7	147	8.82	9.84	9.19	9.71	9.44	9.46
				Geographic Area Data				
Regina	11	48	758.50	2150.90	953.15	1609.54	1570.10	1497.90
(Part-time)	6	40	4.50	9.71	5.00	9.71	9.19	8.52
Saskatoon	5	70	779.85	2403.67	1039.80	1571.38	1569.14	1498.88
(Part-time)	13	156	4.50	9.71	9.16	9.71	9.40	9.27
Major Urban	16	109	682.50	2058.80	823.18	1726.07	1577.88	1489.11
(Part-time)	4	51	4.75	10.01	9.06	9.71	9.44	9.29
Minor Urban	-	28	1527.50	1776.33	1570.83	1710.00	1682.74	1653.69
(Part-time)	5	43	8.59	9.71	9.06	9.71	9.71	9.50
Rural	-	73	1255.24	1845.65	1415.06	1780.00	1670.00	1635.03
(Part-time)	1	198	5.40	10.83	8.59	9.71	9.19	9.24

Bartender - 6123-110-0

Mixes and serves alcoholic and non-alcoholic drinks to patrons of bar, following standard recipes. Orders or requisitions liquors and supplies. Collects money for drinks served.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	14	14	4.50	10.38	5.50	10.00	7.20	7.44
Non-union	14	10	4.50	10.38	5.00	10.00	7.00	7.34
Male	14	-	5.00	10.38	5.50	10.00	7.00	7.58
Female	-	14	4.50	10.00	5.00	8.96	7.40	7.30
Non-union	-	10	4.50	10.00	5.00	8.10	7.00	7.02

Bartender **(continued)**

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
			Provincial Data					
All Employees (Part-time)	5	21	4.50	8.74	5.00	8.31	8.06	7.30
Non-union	2	7	4.50	7.00	5.00	7.00	6.00	5.72
Male	5	-	6.00	8.74	7.00	8.74	7.40	7.49
Female	-	21	4.50	8.46	5.00	8.31	8.06	7.26
Non-union	-	7	4.50	7.00	5.00	6.00	5.00	5.50
			Industry Data					
Service	14	14	4.50	10.38	5.50	10.00	7.20	7.44
(Part-time)	5	21	4.50	8.74	5.00	8.31	8.06	7.30
			Firm Size Data					
1 - 19	5	4	5.00	7.50	5.00	7.40	7.00	6.53
20 - 49	5	8	4.50	10.38	5.50	10.00	7.81	7.82
			Geographic Area Data					
Regina	3	6	4.50	10.38	6.00	10.00	8.96	8.34
Saskatoon	6	6	6.25	9.00	6.46	9.00	7.40	7.51
(Part-time)	3	5	6.00	7.40	6.00	7.40	7.00	6.78

Waiter/Waitress, Beverage Room, Lounge **- 6125-026-0**

Serves beverages to patrons in a beverage room or lounge.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
			Provincial Data					
All Employees (Full-time)	10	34	4.50	9.23	4.50	7.00	5.75	5.85
Non-union	10	31	4.50	9.23	4.50	7.00	5.50	5.70
Male	10	-	4.50	9.23	5.50	7.00	6.00	6.37
Female	-	34	4.50	7.86	4.50	7.00	5.50	5.70
Non-union	-	31	4.50	7.00	4.50	6.75	5.50	5.49
All Employees (Part-time)	17	55	4.50	8.31	4.75	7.89	5.88	5.84
Non-union	15	45	4.50	7.00	4.50	6.10	5.00	5.42
Male	17	-	4.75	8.31	5.00	7.00	6.00	6.06
Non-union	15	-	4.75	7.00	5.00	6.50	6.00	5.78
Female	-	55	4.50	8.03	4.50	7.89	5.00	5.78
Non-union	-	45	4.50	6.75	4.50	6.10	5.00	5.30
			Industry Data					
Service	10	34	4.50	9.23	4.50	7.00	5.75	5.85
(Part-time)	17	55	4.50	8.31	4.75	7.89	5.88	5.84
			Firm Size Data					
1 - 19	5	14	4.50	9.23	5.00	6.00	5.50	5.79
(Part-time)	4	17	4.50	6.00	5.00	5.00	5.00	5.04
20 - 49	-	16	4.50	7.86	4.50	7.86	5.03	5.48
(Part-time)	2	22	4.50	8.31	4.50	7.89	6.95	6.43

Waiter/Waitress, Beverage Room, Lounge (continued)

(Hourly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Saskatoon	-	11	4.50	7.00	4.80	6.75	6.00	5.85
(Part-time)	-	22	4.50	6.75	4.50	6.10	6.10	5.53
Major Urban	5	4	5.00	7.00	5.00	7.00	6.00	5.92
Rural	4	6	4.50	9.23	5.00	6.00	5.75	5.92
(Part-time)	2	9	4.50	6.00	4.75	5.50	5.00	5.07

Waiter/Waitress, Formal Service - 6125-110

Serves food and beverages to guests in hotels working in a formal setting and observing established rules to service and etiquette. May carve meats and prepare flaming dishes at patrons' table. May select and serve wines or alcoholic beverages.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	10	39	4.50	6.30	4.50	6.30	5.00	5.10
Non-union	10	39	4.50	6.30	4.50	6.30	5.00	5.10
Male	10	-	4.50	6.29	4.50	5.00	4.75	4.88
Female	-	39	4.50	6.30	4.50	6.30	5.00	5.16
All Employees (Part-time)	2	35	4.50	6.50	4.50	6.25	6.00	5.64
Non-union	2	35	4.50	6.50	4.50	6.25	6.00	5.64
Female	-	35	4.50	6.50	4.50	6.25	6.00	5.67
	Industry Data							
Service	10	39	4.50	6.30	4.50	6.30	5.00	5.10
(Part-time)	2	35	4.50	6.50	4.50	6.25	6.00	5.64
	Firm Size Data							
20 - 49	9	26	4.50	6.00	4.50	5.00	4.50	4.70
(Part-time)	1	8	4.50	6.50	4.50	6.00	4.50	5.14

Waiter/Waitress, Coffee Shop - 6125-126-0

Performs a combination of related duties to serve food and beverages to patrons in dining places. May remove dishes and clean table after customers' departure. May serve wine or other beverages.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	29	105	4.50	10.75	4.75	6.55	5.48	5.72
Non-union	29	105	4.50	10.75	4.75	6.55	5.48	5.72
Female	-	105	4.50	10.75	4.75	6.50	5.25	5.62

Waiter/Waitress, Coffee Shop (continued)

Firm Size Data

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	21	4.50	6.50	4.50	6.00	5.00	5.09
(Part-time)	-	7	4.50	5.25	4.60	5.25	4.75	4.86
20 - 49	-	24	4.50	6.50	4.75	6.00	5.15	5.26
(Part-time)	3	24	4.50	6.65	4.50	5.50	4.75	5.00

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Major Urban	-	18	4.50	6.40	4.50	6.00	4.85	5.06
Rural	-	25	4.50	6.50	4.75	6.00	5.00	5.13
(Part-time)	1	13	4.50	5.25	4.50	5.25	4.75	4.79

Host/Hostess - 6125-114-0

Welcomes patrons, seats them at tables or in lounge and ensures quality and rapidity of facilities and services.

Provincial Data

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	1	10	4.50	10.09	5.50	8.94	6.50	6.93
Non-union	1	10	4.50	10.09	5.50	8.94	6.50	6.93
Female	-	10	4.50	10.09	5.50	8.24	6.25	6.73
All Employees (Part-time)	2	7	5.00	7.00	5.00	5.25	5.00	5.31
Female	-	7	5.00	7.00	5.00	5.25	5.25	5.39

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Service	1	10	4.50	10.09	5.50	8.94	6.50	6.93
(Part-time)	2	7	5.00	7.00	5.00	5.25	5.00	5.31

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	1	9	4.50	10.09	5.50	8.94	6.25	6.80

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	-	6	4.50	10.09	5.50	8.00	6.50	6.85

Cafeteria Attendant, Hospital/Nursing Home - 6125-134

Serves food from counters and steamtables to cafeteria patrons; replenishes food at serving stations.

Provincial Data

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	1	17	9.45	9.74	9.45	9.71	9.71	9.64
Union	1	17	9.45	9.74	9.45	9.71	9.71	9.64
Female	-	17	9.45	9.74	9.45	9.71	9.71	9.65

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Health & Educ.	1	17	9.45	9.74	9.45	9.71	9.71	9.64

Cafeteria Attendant, Hospital/Nursing Home (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Geographic Area Data				
Major Urban	-	9	9.71	9.74	9.71	9.74	9.71	9.72

Cafeteria Attendant, Restaurant/Cafe - 6125-134-0

Serves food from counters and steamtables to cafeteria patrons; replenishes food at serving stations.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	2	4	4.50	7.66	4.50	6.00	5.25	5.53
Non-union	2	3	4.50	6.00	4.50	6.00	4.50	5.10
Female	-	4	4.50	7.66	4.50	7.66	5.25	5.67
				Industry Data				
Service	2	4	4.50	7.66	4.50	6.00	5.25	5.53
				Firm Size Data				
20 - 49	2	4	4.50	7.66	4.50	6.00	5.25	5.53
				Geographic Area Data				
Regina	2	2	4.50	7.66	4.50	7.66	6.00	6.04

Food Server - 6129-114

Delivers food trays to patients in hospitals, nursing homes or other institutions. Collects dirty dishes, stacks them on carts and returns the cart to kitchen or to dishwashing areas.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	15	152	8.82	11.40	9.35	9.96	9.71	9.72
Union	15	152	8.82	11.40	9.35	9.96	9.71	9.72
Male	15	-	9.31	11.40	9.71	11.40	9.96	10.05
Female	-	152	8.82	10.64	9.30	9.96	9.71	9.69
All Employees (Part-time)	22	112	8.59	11.40	9.06	9.75	9.44	9.42
Union	22	112	8.59	11.40	9.06	9.75	9.44	9.42
Male	22	-	9.19	11.40	9.44	9.96	9.44	9.65
Female	-	112	8.59	10.04	9.06	9.71	9.44	9.37
				Industry Data				
Health & Educ.	15	152	8.82	11.40	9.35	9.96	9.71	9.72
(Part-time)	22	112	8.59	11.40	9.35	9.96	9.44	9.42

Food Server (continued)

(Hourly Rates)

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	-	10	9.06	9.71	9.06	9.71	9.67	9.50
(Part-time)	-	10	8.59	9.75	9.06	9.67	9.06	9.18
50 - 99 (Part-time)	-	10	8.59	9.40	8.59	9.40	9.16	9.05
100 - 399	1	51	8.82	10.64	9.06	10.64	9.71	9.80
(Part-time)	-	40	8.59	10.04	8.59	9.78	9.40	9.38
400 plus	14	89	9.10	11.40	9.45	9.96	9.71	9.71
(Part-time)	22	48	9.10	11.40	9.19	9.71	9.44	9.55

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	1	47	9.31	9.71	9.45	9.71	9.71	9.66
(Part-time)	4	36	9.19	9.71	9.19	9.71	9.45	9.50
Saskatoon	13	14	9.67	11.40	9.67	9.96	9.71	9.93
(Part-time)	18	14	9.16	11.40	9.40	9.96	9.44	9.58
Major Urban	-	49	8.82	10.33	9.06	10.33	9.71	9.61
(Part-time)	-	22	8.59	10.04	8.59	9.78	9.71	9.38
Minor Urban	1	39	9.06	10.64	9.35	10.64	9.63	9.78
(Part-time)	-	28	8.59	9.71	9.06	9.71	9.25	9.27
Rural (Part-time)	-	12	8.59	9.75	9.06	9.44	9.06	9.11

Building Superintendent - 6130-122

Supervises and co-ordinates the activities of workers such as maintenance employees, caretakers and security guards in the repair, maintenance and operation of a large building or complex of buildings. Directs maintenance staff in such matters as painting, electrical, plumbing and heating maintenance, snow removal and gardening.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	54	-	6.49	30.75	11.83	27.06	17.57	18.16
Union	6	-	11.82	17.65	12.69	15.51	14.50	14.44
Non-union	48	-	6.49	30.75	12.25	27.06	18.12	18.62

Industry Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	9	-	17.50	30.75	18.37	28.04	24.96	24.11
Retail	4	-	12.41	16.95	12.41	16.95	14.78	14.73
Finance	4	-	17.28	19.73	17.28	19.73	18.73	18.62
Health & Educ.	23	-	10.45	27.82	12.69	23.21	17.65	18.02
Service	6	-	6.49	17.64	10.23	14.95	13.00	12.55

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	9	-	10.23	19.05	12.69	18.15	16.35	15.34
50 - 99	16	-	6.49	30.75	13.66	27.82	18.01	19.90
100 - 399	15	-	10.45	22.69	12.25	20.53	16.95	16.09
400 plus	12	-	16.86	29.83	17.64	26.31	21.16	21.59

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	20	-	10.23	28.04	12.25	26.31	19.47	19.58
Saskatoon	14	-	6.49	30.75	12.55	22.65	17.71	17.51
Major Urban	9	-	10.45	27.82	11.83	27.06	17.65	17.93
Minor Urban	7	-	11.82	29.83	12.41	18.37	16.35	17.02
Rural	3	-	12.69	17.24	12.69	17.24	13.50	14.48

Executive Housekeeper - 6130-126-0

Supervises and co-ordinates activities of workers engaged in keeping hotels in a clean and orderly condition. May select and purchase new furnishings.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	-	7	6.10	18.00	6.25	11.83	7.50	9.35
Union	-	7	6.10	18.00	6.25	11.83	7.50	9.35
Industry Data								
Service	-	7	6.10	18.00	6.25	11.83	7.50	9.35
Geographic Area Data								
Saskatoon	-	4	6.10	11.83	6.10	11.83	6.88	7.92

Housekeeper - 6133-114-0

Cleans rooms and halls in hotels performing any combination of duties such as sweeping and mopping floors, washing windows, emptying wastebaskets and ash trays, sorting and folding linens.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	83	738	4.50	11.62	9.06	10.28	9.71	9.49
Union	81	663	6.40	11.51	9.10	10.28	9.71	9.71
Non-union	2	75	4.50	11.62	4.50	10.27	6.50	7.28
Male	83	-	9.05	11.51	9.45	10.77	9.96	9.92
Union	81	-	9.19	11.51	9.45	10.77	9.96	9.93
Female	-	738	4.50	11.62	9.06	10.28	9.71	9.44
Union	-	663	6.40	10.83	9.06	10.28	9.71	9.69
Non-union	-	75	4.50	11.62	4.50	10.27	6.50	7.22
All Employees (Part-time)	72	434	4.50	11.15	8.59	9.96	9.44	9.23
Union	71	380	6.40	10.77	9.06	9.96	9.50	9.48
Non-union	1	54	4.50	11.15	4.75	9.67	6.75	7.20
Female	-	434	4.50	11.15	8.59	9.96	9.44	9.17
Union	-	380	6.40	10.77	9.06	9.96	9.50	9.44
Non-union	-	54	4.50	11.15	4.75	9.67	7.18	7.24
Industry Data								
Health & Educ.	83	686	8.82	11.62	9.16	10.28	9.71	9.74
(Part-time)	71	403	7.60	11.15	9.06	9.96	9.50	9.50
Service	-	52	4.50	6.75	4.50	6.75	6.00	5.71
(Part-time)	1	31	4.50	6.75	4.50	6.40	5.00	5.27
Firm Size Data								
1 - 19	-	20	4.50	11.62	4.50	9.71	5.25	6.32
(Part-time)	-	30	4.50	9.90	4.50	9.44	5.13	6.50
20 - 49	3	88	4.50	10.83	6.40	10.07	9.71	9.14
(Part-time)	3	103	5.00	11.15	8.59	9.71	9.51	9.29
50 - 99	3	78	4.75	10.83	9.06	9.75	9.67	9.35
(Part-time)	2	70	4.50	9.71	8.40	9.71	9.50	9.02
100 - 399	5	175	5.70	11.51	6.75	10.11	9.69	9.35
(Part-time)	2	81	6.30	10.33	8.82	9.71	9.31	9.30
400 plus	72	377	9.06	10.82	9.44	10.28	9.71	9.77
(Part-time)	65	150	8.82	10.77	9.32	9.96	9.71	9.63

Housekeeper (continued)

Geographic Area Data

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	32	203	6.40	11.62	9.06	9.71	9.45	9.48
(Part-time)	2	25	6.40	9.90	6.40	9.71	9.44	8.93
Saskatoon	22	149	4.50	9.96	6.50	9.96	9.71	9.18
(Part-time)	54	163	5.00	9.96	9.16	9.96	9.44	9.55
Major Urban	18	148	4.50	10.82	9.06	10.77	9.71	9.56
(Part-time)	10	40	4.50	10.33	8.59	9.78	9.44	8.95
Minor Urban	7	97	5.00	11.51	9.10	10.28	9.71	9.71
(Part-time)	3	44	5.00	10.77	8.82	9.71	9.67	9.34
Rural	4	141	5.00	10.83	9.05	10.27	9.71	9.61
(Part-time)	3	162	4.50	11.15	6.00	9.71	9.32	8.92

Laundry Foreman/woman - 6160-110

Plans, directs and controls the organization, administration and operation of one or more organizational units such as drycleaning, laundering and pressing in commercial or institutional service facility.

Provincial Data

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	30	7.00	18.92	9.71	12.75	11.54	11.59
Union	10	19	9.67	13.31	9.71	12.75	11.45	11.45
Non-union	2	11	7.00	18.92	8.81	15.06	11.62	11.92
Male	12	-	10.33	15.06	10.46	13.31	11.43	11.97
Union	10	-	10.46	13.31	11.14	12.75	11.43	11.83
Female	-	30	7.00	18.92	9.67	12.75	11.78	11.44
Union	-	19	9.67	12.75	9.71	12.75	11.94	11.25
Non-union	-	11	7.00	18.92	8.81	13.05	11.62	11.78

Industry Data

Health & Educ.	10	17	8.81	18.92	9.71	12.66	11.32	11.40

Firm Size Data

20 - 49	-	4	8.81	10.83	8.81	10.83	10.12	9.97
50 - 99	2	17	9.67	13.05	9.71	12.75	11.94	11.65
100 - 399	3	7	7.00	18.92	10.33	15.06	11.53	12.20
400 plus	7	2	9.84	13.31	10.46	12.22	11.40	11.52

Geographic Area Data

Saskatoon	1	2	7.00	18.92	7.00	18.92	13.31	13.08
Major Urban	5	1	11.14	15.06	11.40	12.22	11.40	12.10
Minor Urban	4	3	10.33	12.66	10.46	12.56	11.62	11.61
Rural	-	10	8.81	11.43	9.67	11.32	9.84	10.14

Washing Machine Tender - 6161-110-0

Tends one or more machines that wash commercial, industrial or household articles such as garments, blankets, draperies and linens. May wash delicate fabrics by hand. May spot clean articles to remove heavy stains. May brush blankets to raise and fluff nap.

Provincial Data

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	5	5.25	11.53	5.50	11.53	11.34	10.05

Washing Machine Tender (continued)

(Hourly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Service	7	5	5.25	11.53	5.50	11.53	11.34	10.05

Laundry Man/Woman - 6161-114-6

Washes, dries and irons articles in hand laundries and laundromats, using equipment such as washing and drying machines and hand iron.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	34	183	6.40	14.33	9.06	10.61	9.96	9.95
Union	32	165	6.40	14.33	9.06	10.61	9.96	10.01
Non-union	2	18	6.75	10.89	6.75	10.49	9.99	9.27
Male	34	-	9.06	14.33	9.06	11.43	10.43	10.50
Union	32	-	9.06	14.33	9.06	11.43	10.11	10.48
Female	-	183	6.40	11.28	9.06	10.61	9.96	9.84
Union	-	165	6.40	11.28	9.06	10.61	9.96	9.92
Non-union	-	18	6.75	10.49	6.75	10.27	9.82	9.10
All Employees (Part-time)	9	148	6.50	10.95	9.06	10.25	9.67	9.55
Union	9	128	8.41	10.95	9.06	10.25	9.67	9.61
Non-union	-	20	6.50	9.96	9.05	9.67	9.36	9.12
Male	9	-	9.16	10.03	9.40	9.71	9.40	9.55
Union	9	-	9.16	10.03	9.40	9.71	9.40	9.55
Female	-	148	6.50	10.95	9.06	10.25	9.67	9.55
Union	-	128	8.41	10.95	9.06	10.25	9.67	9.61
Industry Data								
Health & Educ.	32	153	8.81	14.33	9.06	10.83	9.96	9.98
(Part-time)	8	137	8.41	10.95	9.06	10.25	9.57	9.56
Firm Size Data								
1 - 19	-	4	9.06	9.96	9.06	9.96	9.70	9.61
(Part-time)	1	27	6.40	10.62	9.06	10.03	9.67	9.49
20 - 49	2	31	8.57	9.96	8.82	9.96	9.28	9.35
(Part-time)	2	38	9.06	11.34	9.14	10.23	10.23	10.03
50 - 99	6	32	8.41	10.23	9.06	10.03	9.42	9.52
(Part-time)	5	50	6.75	11.28	9.06	10.95	9.90	9.80
100 - 399	1	42	6.50	10.95	9.06	9.96	9.40	9.40
(Part-time)	26	66	9.06	14.33	9.06	10.61	9.96	10.15
400 plus	-	39	8.82	10.25	9.44	10.25	9.96	9.90
(Part-time)								
Geographic Area Data								
Regina	7	37	6.40	11.34	9.06	10.23	10.23	9.80
(Part-time)	5	16	8.82	10.23	8.82	10.23	9.40	9.58
Saskatoon	1	50	6.75	11.16	9.40	10.25	9.96	9.73
(Part-time)	-	57	6.50	10.25	9.16	10.25	9.67	9.66
Major Urban	21	33	9.06	14.33	9.16	10.95	9.96	10.21
(Part-time)	1	23	8.59	10.95	9.06	10.50	9.28	9.52
Minor Urban	3	31	9.06	11.28	9.67	11.28	10.18	10.29
(Part-time)	1	7	9.06	10.03	9.06	9.96	9.37	9.45
Rural	2	32	8.81	10.83	9.06	10.37	9.67	9.70
(Part-time)	2	45	8.41	9.96	9.05	9.96	9.44	9.42

Machine Presser - 6165-126-0

Operates steam pressing machine that smooths and shapes clothing, textile furnishings and similar articles. May specialize in one or more types of pressing and be designated accordingly.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
			Provincial Data					
All Employees (Full-time)	-	13	5.00	10.23	5.00	10.23	7.10	7.68
			Industry Data					
Service	-	13	5.00	10.23	5.00	10.23	7.10	7.68

Checker and Wrapper - 6169-166-0

Identifies, sorts, inspects and packages laundered articles.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
			Provincial Data					
All Employees (Full-time)	-	11	5.70	10.31	9.31	10.31	10.31	9.76
Non-union	-	3	5.70	9.86	5.70	9.86	9.31	8.29
			Industry Data					
Service	-	11	5.70	10.31	9.31	10.31	10.31	9.76

Supervising Janitor - 6190-110

Supervises and co-ordinates the activities of workers engaged in cleaning buildings, furnishings and industrial equipment, performing minor maintenance work and tending furnaces.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
			Provincial Data					
All Employees (Full-time)	126	23	5.00	17.33	10.42	13.18	11.77	11.49
Union	114	14	10.42	17.33	10.77	11.77	11.77	11.59
Non-union	12	9	5.00	17.31	7.00	15.43	11.11	10.88
Male	126	-	7.00	17.33	10.42	12.91	11.77	11.59
Union	114	-	10.42	17.33	10.68	12.68	11.77	11.62
Non-union	12	-	7.00	17.31	7.50	16.78	10.38	11.30
Female	-	23	5.00	14.18	9.54	13.26	11.16	10.96
Union	-	14	10.53	14.18	10.83	11.77	11.16	11.36
Non-union	-	9	5.00	13.50	5.15	13.26	11.11	10.33
			Industry Data					
Health & Educ.	111	17	8.60	17.31	10.77	11.77	11.77	11.57
Service	6	5	5.00	13.26	5.15	13.18	9.54	8.82
Public Admin.	6	1	10.68	14.85	11.22	13.50	13.18	12.76
			Firm Size Data					
20 - 49	7	2	7.00	17.31	10.83	13.50	11.49	11.76
50 - 99	25	3	5.00	11.11	10.42	11.04	10.92	10.23
100 - 399	12	4	8.60	17.33	9.54	16.65	13.18	12.87
400 plus	79	14	10.53	15.47	10.77	11.77	11.77	11.66

Supervising Janitor (continued)

Geographic Area Data

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	10	3	7.50	17.33	7.80	16.65	11.61	11.95
Saskatoon	79	16	5.00	13.30	10.77	11.77	11.77	11.44
Major Urban	29	1	8.60	16.78	10.42	11.49	10.92	10.99
Minor Urban	5	1	10.68	17.31	11.22	15.43	13.55	13.62
Rural	3	2	10.83	13.50	11.21	13.50	11.51	11.71

Janitor - 6191-110-0

Keeps hotel, office buildings, apartment house and similar buildings in clean and orderly condition and tends furnace and boiler to provide heat and hot water for tenants performing any combination of the following duties: sweeps, mops, scrubs, waxes hallways, floors and stairs.

Provincial Data

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	538	107	4.50	17.04	9.24	12.31	10.27	10.43
Union	466	64	6.04	17.04	9.96	12.23	10.54	10.67
Non-union	72	43	4.50	16.70	6.75	12.31	9.31	9.37
Male	538	-	4.50	17.04	9.24	12.31	10.54	10.52
Union	466	-	6.04	17.04	9.96	12.35	10.54	10.70
Non-union	72	-	4.50	16.70	5.52	12.31	9.29	9.35
Female	-	107	5.41	12.40	8.08	11.19	10.26	10.02
Union	-	64	9.24	12.40	9.99	11.29	10.27	10.44
Non-union	-	43	5.41	12.31	7.30	11.00	9.31	9.40
All Employees (Part-time)	53	32	4.70	20.25	5.25	11.18	9.44	8.79
Union	35	14	4.70	11.51	6.06	10.98	9.58	9.22
Non-union	18	18	4.85	20.25	5.00	11.00	7.23	8.21
Male	53	-	4.85	11.82	5.00	10.13	9.44	8.44
Union	35	-	5.50	11.51	7.30	9.96	9.44	9.18
Non-union	18	-	4.85	11.82	5.00	10.13	6.13	7.00
Female	-	32	4.70	20.25	6.10	11.29	9.50	9.37
Union	-	14	4.70	11.29	5.88	11.29	10.52	9.32
Non-union	-	18	5.17	20.25	6.20	11.39	9.50	9.41
Industry Data								
Mfg. & Process.	12	2	6.92	14.98	8.84	14.98	10.95	11.89
Wholesale	4	-	6.75	14.12	6.75	14.12	13.16	11.80
Retail (Part-time)	3	4	4.70	11.39	5.88	10.92	6.10	7.44
Health & Educ.	438	87	5.41	16.70	9.24	11.29	10.27	10.33
(Part-time)	36	19	5.17	20.25	7.30	11.29	9.71	9.67
Service	15	4	4.50	11.16	4.87	11.16	5.89	7.38
(Part-time)	13	6	4.85	11.54	5.00	9.50	7.00	7.16
Public Admin.	55	11	8.00	13.53	9.31	12.39	12.35	11.51

Janitor (continued)

(Hourly Rates) **Firm Size Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	15	4	8.00	11.58	8.30	10.52	9.92	9.76
(Part-time)	5	9	5.50	20.25	5.50	11.82	9.50	9.53
20 - 49	56	29	6.04	16.70	7.71	12.31	10.67	10.40
(Part-time)	11	13	4.70	11.54	5.88	11.51	9.27	8.90
50 - 99	119	16	4.50	17.04	8.00	11.70	10.60	10.14
(Part-time)	12	7	4.85	11.18	5.00	10.00	7.00	7.33
100 - 399	49	11	4.87	14.26	8.08	12.39	10.81	10.59
(Part-time)	3	1	6.00	7.25	6.00	7.25	6.18	6.40
400 plus	299	47	9.24	14.98	9.96	12.35	10.27	10.57
(Part-time)	22	2	9.44	11.39	9.44	10.25	9.65	9.81

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	37	4	4.87	14.98	8.84	13.53	11.91	11.28
(Part-time)	6	-	5.00	11.82	5.00	9.83	6.75	7.53
Saskatoon	277	48	4.50	14.12	9.90	12.39	10.27	10.35
(Part-time)	30	2	4.85	11.39	5.00	10.25	9.51	8.77
Major Urban	128	13	5.41	14.26	9.71	11.70	10.78	10.71
(Part-time)	2	5	6.00	20.25	8.08	11.54	10.78	11.03
Minor Urban	39	14	8.00	11.29	8.00	11.29	10.52	9.84
(Part-time)	5	14	5.50	11.29	6.06	11.06	9.50	8.79
Rural	56	28	6.04	16.70	7.71	12.31	9.90	10.17
(Part-time)	10	11	4.70	11.51	5.88	10.13	9.27	8.45

Cleaner, Light Duties - 6191-114-0

Cleans interior of commercial establishments, office buildings, apartment buildings or private homes. Mops, sweeps and dusts floors. Vacuums carpets, draperies and upholstered furniture. Cleans and disinfects washroom facilities.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	76	40	4.50	13.58	6.00	11.31	10.47	9.48
Union	56	23	8.82	13.58	10.32	11.75	10.78	10.84
Non-union	20	17	4.50	9.85	4.75	8.40	6.47	6.57
Male	76	-	5.75	13.58	6.50	11.31	10.78	9.91
Non-union	20	-	5.75	9.85	6.09	8.77	6.71	7.17
Female	-	40	4.50	13.58	4.75	11.22	10.00	8.66
Union	-	23	8.82	13.58	9.53	11.75	10.78	10.73
Non-union	-	17	4.50	9.67	4.75	7.21	5.55	5.86
All Employees (Part-time)	76	230	4.50	12.40	4.75	8.10	4.85	5.52
Union	8	22	7.52	12.40	8.10	12.40	9.31	10.10
Non-union	68	208	4.50	9.70	4.75	5.21	4.85	5.03
Male	76	-	4.75	9.70	4.85	8.86	4.85	5.57
Non-union	68	-	4.75	9.70	4.85	5.50	4.85	5.18
Female	-	230	4.50	12.40	4.75	8.10	4.85	5.51
Union	-	22	7.52	12.40	8.10	12.40	10.67	10.55
Non-union	-	208	4.50	9.70	4.75	5.00	4.85	4.98

Industry Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	3	2	6.00	13.58	9.30	13.58	13.37	11.17
Retail	2	7	4.75	11.59	5.05	11.22	11.22	8.54
Service	16	13	4.50	9.85	4.75	8.25	6.50	6.56
(Part-time)	62	201	4.50	7.52	4.75	5.00	4.85	4.91
Public Admin.	10	5	9.04	11.16	9.04	11.16	10.32	10.29
(Part-time)	-	21	6.75	12.40	8.10	12.40	10.98	10.60

Cleaner, Light Duties (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Firm Size Data				
1 - 19	3	2	6.00	9.67	6.50	9.67	6.50	7.03
(Part-time)	2	2	6.00	7.35	6.00	7.35	6.63	6.65
20 - 49 (Part-time)	5	5	5.00	9.70	5.50	9.70	7.65	7.68
50 - 99	3	6	4.50	10.47	4.75	10.40	9.30	8.49
100 - 399	15	16	4.75	13.37	4.75	11.22	6.47	7.23
400 plus (Part-time)	4	21	5.21	12.40	5.21	12.40	10.32	9.22
				Geographic Area Data				
Regina	65	24	4.75	13.37	6.09	11.59	10.78	9.54
Saskatoon	10	8	4.50	13.58	4.75	11.16	9.04	9.02
(Part-time)	24	21	5.00	9.70	5.00	8.86	5.00	6.12
Major Urban (Part-time)	3	8	5.00	8.73	5.50	8.30	8.10	7.46
Rural (Part-time)	-	3	6.75	7.35	6.75	7.35	7.00	7.03

Cleaner, Industrial Plant - 6191-118-0

Performs any combination of the following duties to keep work areas in production departments of industrial establishments in clean and orderly condition, and to transfer materials throughout the establishment: sweeps, and mops floors and cleans aisles and work areas around machines; washes windows; waxes and polishes floors.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	104	21	5.25	16.95	5.25	14.97	13.01	11.34
Union	78	2	6.15	16.95	13.01	14.97	13.90	13.67
Non-union	26	19	5.25	12.85	5.25	10.62	5.25	7.20
Male	104	-	5.25	16.95	7.87	14.97	13.01	12.37
Union	78	-	6.15	16.95	13.01	14.97	13.90	13.68
Non-union	26	-	5.25	12.85	5.25	10.62	9.00	8.42
All Employees (Part-time)	1	3	5.00	10.71	5.00	10.71	9.13	8.49
				Industry Data				
Primary	6	-	11.27	13.70	11.64	13.70	12.82	12.66
Service	20	19	5.25	11.34	5.25	9.00	5.25	6.57
				Firm Size Data				
20 - 49	8	-	10.62	14.30	10.62	13.00	10.62	11.39
50 - 99	7	-	11.34	16.95	12.82	13.37	12.85	13.29
100 - 399	34	18	5.25	15.50	5.25	15.07	11.46	9.99
400 plus	47	3	6.80	13.90	8.72	13.90	13.46	12.83
				Geographic Area Data				
Regina	26	19	5.25	15.07	5.25	13.00	5.25	7.83
Saskatoon	48	1	11.27	16.95	13.37	14.97	13.90	14.13

Cleaner, Vehicle - 6198-126-0

Cleans interiors and exteriors of vehicles using broom, hose and cleaning gun. May polish exterior of vehicles.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	40	1	5.00	13.26	11.01	13.26	12.43	12.24
Union	27	-	11.01	12.54	11.01	12.43	12.43	12.15
Male	40	-	5.00	13.26	11.01	13.26	12.43	12.30
Union	27	-	11.01	12.54	11.01	12.43	12.43	12.15

Industry Data

Trans., Comm. & Util.	17	1	5.00	13.26	11.01	13.26	13.26	12.18

Production and Processing

Landscape Worker - 7195-146-0

Landscapes grounds around commercial and industrial establishments and homes. Prepares terrain for lawns; applies fertilizer, grass seed or sod; digs holes and trenches for shrubbery and plants flowers and bulbs in garden areas.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	34	1	6.00	12.48	7.50	12.48	11.78	10.64
Union	25	-	10.44	12.48	11.78	12.48	11.82	11.76
Male	34	-	6.00	12.48	7.00	11.82	11.78	10.70
Union	25	-	10.44	12.48	11.78	12.48	11.82	11.76
Non-union	9	-	6.00	11.00	6.50	9.00	7.50	7.78
Industry Data								
Public Admin.	25	-	10.44	12.48	11.78	12.48	11.82	11.76
Geographic Area Data								
Regina	18	1	6.00	11.82	7.00	11.82	11.82	9.77

Foreman/woman, Logging - 7510-199

Supervises and co-ordinates the activity of workers engaged in any facet of the logging operation.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	6	-	17.31	20.55	17.31	19.88	19.05	18.86

Faller and Bucker - 7513-118-0

Fells trees with chain saw and saws felled trees into logs. May sharpen and maintain chain saw.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	-	5.24	15.11	8.98	15.11	13.22	12.13

Farm Machinery Operator - 7197-114

Operates self-propelled farm machinery to plant, cultivate and harvest crops.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	59	-	7.00	8.10	7.10	7.50	7.40	7.34
Non-union	59	-	7.00	8.10	7.10	7.50	7.40	7.34

Foreman/woman, Rotary Drilling - 7710-126

Supervises and co-ordinates activities of workers engaged in sinking rotary drill holes into earth to extract oil or gas, treating wells, or servicing wells.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	-	11.54	18.79	12.00	18.18	15.00	15.51
Non-union	7	-	11.54	18.79	12.00	18.18	15.00	15.51
				Industry Data				
Primary	7	-	11.54	18.79	12.00	18.18	15.00	15.51
				Firm Size Data				
1 - 19	4	-	14.90	18.18	14.90	18.18	16.57	16.55

Shift Foreman/woman, Strip-mining - 7710-199

Supervises and co-ordinates the activities of workers engaged in any and all aspects of a strip-mining operation.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	166	-	16.44	32.50	17.19	32.50	20.98	22.15
Union	10	-	17.00	17.28	17.00	17.28	17.24	17.18
Non-union	156	-	16.44	32.50	17.90	32.50	21.05	22.47
				Industry Data				
Primary	159	-	16.44	32.50	17.19	32.50	20.63	21.98
				Firm Size Data				
20 - 49	21	-	16.44	28.85	16.44	27.99	17.28	19.70
50 - 99	29	-	16.50	25.10	16.50	24.90	21.93	20.48
100 - 399	80	-	17.90	32.50	17.90	32.50	20.29	23.21
				Geographic Area Data				
Saskatoon	25	-	16.50	24.70	16.50	24.70	20.20	19.96
Rural	67	-	17.90	32.50	17.90	32.50	20.29	23.59
Province-wide	41	-	16.44	28.85	17.00	25.10	21.06	20.95

Clean-out Driller - 7711-142

Operates power hoisting equipment to pull casing from oil and gas wells for repair and to lower repaired equipment, testing devices, and servicing tools into well. May test pipe for leaks.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	41	-	9.42	15.00	10.60	14.10	11.60	11.97
Non-union	41	-	9.42	15.00	10.60	14.01	11.60	11.97
				Industry Data				
Primary	41	-	9.42	15.00	10.60	14.10	11.60	11.97

Loadout Operator - 7713-170

Loads hopper or box cars with product as required.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	77	1	12.38	16.41	13.34	16.41	14.84	14.93
Union	77	1	12.38	16.41	13.34	16.41	14.84	14.93
Male	77	-	12.38	16.41	13.34	16.41	15.15	14.95
Industry Data								
Primary	77	1	12.38	16.41	13.34	16.41	14.84	14.93
Firm Size Data								
100 - 399	29	-	12.38	16.41	12.54	16.41	16.41	15.63
Geographic Area Data								
Rural	27	-	12.54	16.41	14.47	16.41	16.41	15.87

Miner Operator - 7713-172

This worker operates a continuous mining machine and has responsibility for maintaining the machine on line and grade. Also has the responsibility for minor and routine maintenance work on the machine including changing of the bits, lubrication, etc., and maintains ventilation.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	275	-	14.74	17.56	15.00	16.87	16.40	16.22
Union	206	-	16.40	17.56	16.40	16.87	16.42	16.65
Non-union	69	-	14.74	15.31	14.74	15.00	15.00	14.94
Industry Data								
Primary	275	-	14.74	17.56	15.00	16.87	16.40	16.22
Firm Size Data								
100 - 399	150	-	16.40	17.56	16.40	17.56	16.40	16.57

Loader Operator - 7713-174

This worker is responsible for the operation of the loader, including ventilation, lubrication and routine maintenance.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	65	2	14.52	16.42	14.52	16.42	14.75	14.98
Union	65	2	14.52	16.42	14.52	16.42	14.75	14.98
Male	65	-	14.52	16.42	14.52	16.42	14.75	14.96

Loader Operator (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	65	2	14.52	16.42	14.52	16.42	14.75	14.98
Firm Size Data								
100 - 399	51	2	14.60	16.42	14.60	16.42	14.75	15.05

Shuttle Car Operator - 7713-176

This worker is responsible for the shuttle car operation including ventilation, lubrication and minor or routine maintenance.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	45	2	13.86	16.42	13.86	16.42	14.16	14.72
Union	45	2	13.86	16.42	13.86	16.42	14.16	14.72
Male	45	-	13.86	16.42	13.86	16.42	14.16	14.75
Industry Data								
Primary	45	2	13.86	16.42	13.86	16.42	14.16	14.72
Firm Size Data								
100 - 399	34	2	13.86	16.42	13.86	16.42	14.16	14.78

Utility and/or Service Operator - 7713-178

Performs the various back-up functions to the mining operation such as ventilation.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	70	3	13.00	16.42	13.00	16.42	14.52	14.48
Male	70	-	13.00	16.42	13.00	16.42	14.52	14.48
Industry Data								
Primary	70	3	13.00	16.42	13.00	16.42	14.52	14.48

Hoistman/woman - 7713-180

Responsible for the operation of conveyances that move men and materials, product ore, from underground to surface and vice versa.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	25	-	14.47	17.10	15.39	16.40	16.29	16.05
Union	25	-	14.47	17.10	15.39	16.40	16.29	16.05

Hoistman/woman (continued)

(Hourly Rates)	Industry Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Primary	25	-	14.47	17.10	15.39	16.40	16.29	16.05
Firm Size Data								
100 - 399	16	-	14.47	17.10	15.39	16.40	16.06	15.92

Labourer, Mine - 7718-110

Assists in assembling and operating machinery to drill oil and gas wells.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	134	2	10.58	16.42	10.58	15.15	12.50	12.62
Union	47	2	12.77	16.42	12.77	16.42	12.77	13.90
Non-union	87	-	10.58	13.50	10.58	12.50	12.00	11.90
Male	134	-	10.58	16.42	10.58	15.65	12.50	12.61
Union	47	-	12.77	16.42	12.77	16.42	12.77	13.94
Industry Data								
Primary	134	2	10.58	16.42	10.58	15.15	12.50	12.62

Crystallizer Operator - 8111-144

Operates crystallizers in a refinery on a shift basis.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	45	-	12.54	16.41	14.52	16.41	16.06	15.77
Union	45	-	12.54	16.41	14.52	16.41	16.06	15.77
Industry Data								
Primary	45	-	12.54	16.41	14.52	16.41	16.06	15.77
Firm Size Data								
100 - 399	33	-	12.54	16.41	14.47	16.41	16.40	15.87
Geographic Area Data								
Rural	29	-	12.54	16.41	14.47	16.41	16.41	15.89

Flotation Operator - 8111-146

Operates flotation equipment in a refinery on a shift basis.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	35	1	12.54	16.41	15.71	16.41	16.40	15.97

Flotation Operator (continued)

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Union	35	1	12.54	16.41	15.71	16.41	16.40	15.97
Male	35	-	12.54	16.41	15.71	16.41	16.40	15.96
Industry Data								
Primary	35	1	12.54	16.41	15.71	16.41	16.40	15.97
Firm Size Data								
100 - 399	31	1	12.54	16.41	14.47	16.41	16.40	15.97
Geographic Area Data								
Rural	27	1	12.54	16.41	14.47	16.41	16.41	16.01

Product Screening Operator - 8111-148

Operates screens, conveyor systems, elevator systems, performs simple screening analyses, records data in the screening area of the refinery.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	44	1	12.54	16.41	14.47	16.41	16.16	15.57
Union	44	1	12.54	16.41	14.47	16.41	16.16	15.57
Male	44	-	12.54	16.41	13.94	16.41	16.11	15.55
Industry Data								
Primary	44	1	12.54	16.41	14.47	16.41	16.16	15.57
Firm Size Data								
100 - 399	29	1	12.54	16.41	14.97	16.41	16.41	15.92
Geographic Area Data								
Rural	25	1	12.54	16.41	16.06	16.41	16.41	16.07

Furnace Operator - 8131-126-0

Controls gas, oil and coal, vacuum, electric arc, or induction furnace to melt metal prior to casting. May place and bolt crucible into water-filled cylinder of furnace. May repair furnace linings.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	-	10.34	20.41	10.34	20.41	20.41	16.10
Industry Data								
Mfg. & Process.	7	-	10.34	20.41	10.34	20.41	20.41	16.10

Metal Pourer - 8137-182-0

Pours molten metal from ladle into moulds to produce castings or ingots. May direct other workers to shovel additives into ladle or mould to obtain specified type of casting or ingot.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	-	8.00	17.94	10.09	17.94	17.94	14.28
	Industry Data							
Mfg. & Process.	7	-	8.00	17.94	10.09	17.94	17.94	14.28

Wire Drawer - 8141-126-0

Operates machine to draw wire or rod through one or series of dies to reduce their cross-sectional dimension. May weld end of coils using butt welder.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	2	12.21	15.61	12.21	15.21	14.93	13.86
	Industry Data							
Mfg. & Process.	7	2	12.21	15.61	12.21	15.21	14.93	13.86

Cable Insulator - 8141-142

Operates machines which automatically coat wire with insulation, and/or wrap insulated wires into cables.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	50	-	12.21	15.21	12.48	15.21	14.82	14.12
	Industry Data							
Mfg. & Process.	50	-	12.21	15.21	12.48	15.21	14.82	14.12

Foreman/woman, Clay or Concrete Products - 8150-110

Supervises and co-ordinates the activities of workers engaged in the production and/or distribution of clay or concrete products.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	16	-	10.50	22.50	11.00	20.32	17.60	16.32
Non-union	16	-	10.50	22.50	11.00	20.32	17.60	16.32
	Industry Data							
Mfg. & Process.	14	-	10.50	22.50	12.12	20.50	17.95	17.09
	Firm Size Data							
1 - 19	11	-	10.50	22.50	11.00	20.50	16.16	15.61

Foreman/woman, Clay or Concrete Products (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Geographic Area Data					
Rural	6	-	10.50	22.50	11.00	12.50	11.56	13.27

Foreman/woman, Chemical Products - **8160-199**

Supervises and co-ordinates the activities of workers engaged in all aspects of paint or chemical manufacturing.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	7	1	7.75	16.11	11.58	16.03	11.58	12.58
Non-union	7	1	7.75	16.11	11.58	16.03	11.58	12.58
Male	7	-	7.75	16.11	11.58	16.03	11.58	12.32
			Industry Data					
Mfg. & Process.	6	1	7.75	16.03	11.58	14.42	11.58	12.07

Glass Cutter Operator - **8371-202-0**

Cuts sheet glass into oval or circular shapes, using cutting table equipped with manually-guided cutting tools suspended above surface of glass. May remove rough edges of glass, using belt sander.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	5	-	9.50	13.83	9.50	13.83	10.00	10.71
			Industry Data					
Mfg. & Process.	5	-	9.50	13.83	9.50	13.83	10.00	10.71

Glass Installer, Commercial - **8581-184-1**

Replaces safety glass, windows and windshields. Unscrews frame and removes damaged glass, using hand tools. Places glass stock over pattern on flat surface and scores glass around pattern outline, using straight edge, curves and glasscutters. Applies weather stripping, fits glass into frame.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
			Provincial Data					
All Employees (Full-time)	13	-	10.00	15.71	10.80	15.46	11.29	12.63
Non-union	13	-	10.00	15.71	10.80	15.46	11.29	12.63
			Industry Data					
Mfg. & Process.	13	-	10.00	15.71	10.80	15.46	11.29	12.63
			Firm Size Data					
1 - 19	13	-	10.00	15.71	10.80	15.46	11.29	12.63

Foreman/woman, Bakery - 8210-110

Supervises and co-ordinates activities of workers engaged in making bakery products such as breads, cakes and pastries.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	8	1	5.00	20.00	9.23	20.00	13.00	13.01
Non-union	8	1	5.00	20.00	9.23	20.00	13.00	13.01
Male	8	-	5.00	20.00	9.23	20.00	13.13	13.32
Industry Data								
Mfg. & Process.	8	1	5.00	20.00	9.23	20.00	13.00	13.01
Firm Size Data								
1 - 19	4	-	5.00	13.85	5.00	13.85	11.12	10.27
Geographic Area Data								
Regina	5	1	9.23	20.00	10.50	20.00	12.75	14.21

Foreman/woman, Beverage Processing - 8210-114

Supervises and co-ordinates the activities of workers engaged in processing beverage products such as soft drinks, beer and liquors.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	-	14.08	26.68	16.01	25.97	19.50	20.33
Non-union	7	-	14.08	26.68	16.01	25.97	19.50	20.33
Industry Data								
Mfg. & Process.	7	-	14.08	26.68	16.01	25.97	19.50	20.33
Geographic Area Data								
Major Urban	4	-	14.08	19.50	14.08	19.50	16.08	16.44

Foreman/woman, Dairy - 8210-138

Supervises and co-ordinates the activities of workers engaged in processing of raw milk and cream to make pasteurized milk and cream and butter, cheese, ice-cream, and other dairy products.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	13	-	13.53	14.63	13.94	14.63	14.22	14.26
Union	13	-	13.53	14.63	13.94	14.63	14.22	14.26
Industry Data								
Mfg. & Process.	13	-	13.53	14.63	13.94	14.63	14.22	14.26

Foreman/woman, Meat Processing - 8210-142

Supervises and co-ordinates the activities of workers engaged in slaughtering animals or poultry and in processing meat for distribution.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	34	6	6.00	20.31	7.65	16.00	15.75	13.53
Non-union	31	3	6.00	20.31	7.50	16.00	15.75	13.71
Male	34	-	7.50	20.31	7.65	16.40	15.75	13.96
Non-union	31	-	7.50	20.31	7.65	16.00	15.75	14.02
Female	-	6	6.00	15.75	9.55	11.75	11.75	11.09
Non-union	-	3	6.00	15.75	6.00	15.75	9.55	10.43
				Industry Data				
Mfg. & Process.	34	6	6.00	20.31	7.65	16.00	15.75	13.53

Miller - 8211-114-0

Operates cracking rolls, hammer mills, high speed grinder or buhr mill to grind flour, meal, grits or hominy, according to specifications. Opens and closes slides in spouts to route grain to required grinders. Turns wheels or actuates panel controls to adjust pressure of rollers for each passage of grain, or adjust pressure of grinding stones according to grain size, hardness and fineness specified for product.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	22	-	7.50	14.38	7.75	11.61	11.05	10.75
Non-union	14	-	7.50	14.38	7.50	11.28	10.82	10.26
				Industry Data				
Mfg. & Process.	22	-	7.50	14.38	7.75	11.61	11.05	10.75
				Firm Size Data				
1 - 19	22	-	7.50	14.38	7.75	11.61	11.05	10.75

Grain Cleaner - 8211-162-0

Tends machines that remove foreign matter, separate and dry grain preparatory to milling. Inspects processed grain to ensure cleanliness. May weigh and bag cleaned grain and rejected material and record weight of bagged material on tally sheet.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	15	-	6.00	15.41	9.25	15.41	10.37	11.22
Non-union	11	-	6.00	10.68	9.25	10.37	10.37	9.70

Baker, Bread - 8213-014-0

Prepares ingredients and bakes bread according to recipe. Cleans and adjusts machines and equipment between production runs.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	3	-	6.25	13.00	6.25	13.00	8.00	9.08
Non-union	3	-	6.25	13.00	6.25	13.00	8.00	9.08
				Industry Data				
Mfg. & Process.	3	-	6.25	13.00	6.25	13.00	8.00	9.08
				Firm Size Data				
1 - 19	3	-	6.25	13.00	6.25	13.00	8.00	9.08

Baker, Sweet Goods - 8213-015-0

Prepares ingredients and bakes cakes, cookies, pies and specialty goods according to recipes. Cleans and adjusts machines and equipment between production runs.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	4	6	4.83	8.75	4.83	8.50	6.25	6.57
Non-union	4	3	5.00	8.75	5.50	8.50	8.00	7.32
Male	4	-	5.00	8.50	5.00	8.50	8.25	7.50
Female	-	6	4.83	8.75	4.83	7.00	5.17	5.96
				Industry Data				
Mfg. & Process.	3	6	4.83	8.75	4.83	8.50	7.00	6.75

Ovenman/woman - 8213-142-0

Controls oven to bake bread and other bakery products. May load and unload oven, adjust temperature, etc.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	-	5.00	15.32	7.75	15.32	10.50	10.78
Non-union	3	-	5.00	10.50	5.00	10.50	7.75	7.75
				Industry Data				
Mfg. & Process.	4	-	7.75	15.32	7.75	15.32	12.91	12.22
				Geographic Area Data				
Regina	4	-	7.75	15.32	7.75	15.32	12.91	12.22

Batter and Dough Mixer - 8213-166-0

Tends machines and equipment to mix batter for making sweet products such as cakes, or to mix dough for making bread products according to formulas. May tend automatic machine that mixes and drops bread ingredients into pans prior to baking.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	3	-	5.00	10.00	5.00	10.00	7.50	7.50
Non-union	3	-	5.00	10.00	5.00	10.00	7.50	7.50
				Industry Data				
Mfg. & Process.	3	-	5.00	10.00	5.00	10.00	7.50	7.50
				Firm Size Data				
1 - 19	3	-	5.00	10.00	5.00	10.00	7.50	7.50

Baker Helper, General - 8213-218-0

Assists baker in the production of baked goods, performing duties such as moving and distributing bakery supplies and products; helping to load and unload machines, bins, hoppers, etc; cleaning equipment; and mixing, kneading and shaping dough.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	34	4	4.57	15.32	5.50	15.32	15.32	12.18
Non-union	10	3	4.57	9.75	4.75	9.75	6.00	6.56
Male	34	-	4.57	15.32	6.00	15.32	15.32	12.83
Non-union	10	-	4.57	9.75	4.75	9.75	6.25	6.85
Female	-	4	4.75	9.81	4.75	9.81	6.00	6.64
Non-union	-	3	4.75	7.00	4.75	7.00	5.00	5.58
All Employees (Part-time)	6	1	4.50	8.00	4.50	5.00	4.75	5.14
Non-union	6	1	4.50	8.00	4.50	5.00	4.75	5.14
Male	6	-	4.50	8.00	4.50	5.00	4.63	5.21
				Industry Data				
Mfg. & Process.	33	3	4.57	15.32	6.00	15.32	15.32	12.59
				Firm Size Data				
1 - 19	4	2	4.57	7.00	5.00	6.50	5.75	5.76

Meat Cutter - **8215-110-0**

Cuts, trims and prepares meat for marketing, performing a combination of duties. May wrap and weigh meat for customers and collect payment for sales.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	125	31	5.00	16.09	8.40	14.46	14.46	13.25
Non-union	26	-	5.00	12.12	6.50	11.00	8.00	8.42
Male	125	-	5.00	16.09	8.00	14.46	14.46	12.98
Non-union	26	-	5.00	12.12	6.50	11.00	8.00	8.42
All Employees (Part-time)	14	3	5.00	14.40	5.50	11.13	8.53	8.52
Union	4	1	9.06	14.40	10.82	14.40	11.13	11.76
Non-union	10	2	5.00	10.50	5.50	10.00	6.40	7.17
Male	14	-	5.00	14.40	5.50	13.41	7.91	8.52
Union	4	-	9.06	14.40	9.06	14.40	12.12	11.92
Non-union	10	-	5.00	10.50	5.50	10.00	6.40	7.16
Female	-	3	6.00	11.13	6.00	11.13	8.53	8.55
Industry Data								
Mfg. & Process.								
(Part-time)	6	-	5.00	6.75	5.50	6.75	5.75	5.92
Retail	32	1	5.00	16.09	8.00	15.79	11.26	11.51
(Part-time)	8	3	6.00	14.40	6.05	13.41	10.00	9.95
Firm Size Data								
1 - 19	16	-	5.00	11.00	7.50	10.38	8.00	8.37
(Part-time)	7	2	5.00	10.50	5.50	8.53	6.00	6.73
20 - 49	6	1	6.50	12.12	6.50	11.68	7.00	8.29
(Part-time)	2	1	6.05	11.13	6.05	11.13	10.00	9.06
50 - 99	4	-	8.92	13.41	8.92	13.41	10.70	10.93
100 - 399	12	-	7.04	13.04	8.00	12.45	11.46	10.87
Geographic Area Data								
Regina								
(Part-time)	4	-	9.06	14.40	9.06	14.40	10.66	11.20
Minor Urban	14	-	6.50	11.65	6.50	11.26	8.66	8.98
Rural	16	1	5.00	12.12	7.50	11.00	8.00	8.78
(Part-time)	8	3	5.00	11.13	5.50	10.00	6.05	7.02

Butcher - **8215-114-0**

Slaughters animals in small meat packing establishments using tools such as saws, cleaver and knives. May trim, clean and salt hides in packs for curing. May make sausages and other meat products.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	19	-	4.50	14.11	6.50	14.11	9.38	10.60
Non-union	10	-	4.50	9.38	5.00	9.38	7.50	7.44
Industry Data								
Mfg. & Process.	19	-	4.50	14.11	6.50	14.11	9.38	10.60

Butcher (continued)

Firm Size Data

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
1 - 19	6	-	6.50	9.38	7.50	9.38	8.44	8.27

Trimmer, Meat - 8215-154-0

Trims fat, skin, tendons and ragged edges from meat cuts. May feed bacon bellies through rolls to flatten to prescribed thickness.

Provincial Data

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	73	14	12.51	13.98	12.51	13.98	13.98	13.39
Industry Data								
Mfg. & Process.	73	14	12.51	13.98	12.51	13.98	13.98	13.39

Sausage Maker - 8215-218-0

Tends machines that chop and mix ground meat for use in making such products as sausages and meat.

Provincial Data

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	14	1	4.50	15.65	5.00	15.15	13.98	11.62
Non-union	6	-	4.50	10.30	5.00	9.38	7.00	7.20
Male	14	-	4.50	15.65	5.00	15.15	13.98	11.42
Industry Data								
Mfg. & Process.	14	1	4.50	15.65	5.00	15.15	13.98	11.62

Milk and Cream Receiver - 8223-126-0

Receives milk and cream from tank trucks or in cans at creamery or dairy, performing any combination of duties so associated.

Provincial Data

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	4	-	13.50	13.54	13.50	13.54	13.52	13.52
Union	4	-	13.50	13.54	13.50	13.54	13.54	13.52
Industry Data								
Mfg. & Process.	4	-	13.50	13.54	13.50	13.54	13.52	13.52

Dairy Helper - 8223-138-0

Helps dairymen/women to prepare dairy products performing duties such as scrubbing and cleaning, attaching pipes and fittings, examining raw milk for dirt, starting and stopping machines, weighing containers, etc.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	51	2	7.50	14.50	13.01	13.94	13.50	13.39
Union	51	2	7.50	14.50	13.01	13.94	13.50	13.39
Male	51	-	7.50	14.50	13.01	13.94	13.50	13.38
				Industry Data				
Mfg. & Process.	51	2	7.50	14.50	13.01	13.94	13.50	13.39
				Firm Size Data				
20 - 49	6	-	13.37	14.10	13.37	14.09	13.38	13.62
				Geographic Area Data				
Minor Urban	4	-	13.38	14.10	13.38	14.10	13.74	13.74

Food Tester - 8226-110

Performs standard tests on food and drink ingredients and products to determine quantitative and qualitative physical and chemical properties to ensure compliance with control standards, using laboratory equipment.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	4	4	9.00	23.17	12.23	13.53	12.46	13.49
Non-union	3	1	9.00	23.17	9.00	23.17	12.55	14.32
Male	4	-	12.41	23.17	12.41	23.17	12.58	15.18
Non-union	3	-	12.41	23.17	12.41	23.17	12.69	16.09
Female	-	4	9.00	13.53	9.00	13.53	12.35	11.81
				Industry Data				
Mfg. & Process.	4	4	9.00	23.17	12.23	13.53	12.46	13.49
				Firm Size Data				
50 - 99	2	2	9.00	23.17	9.00	23.17	12.32	14.20

Bottling Line Attendant - 8227-099-0

Tends machine that performs one or more packaging functions such as cleaning, bundling, filling, marking, labelling, sorting, tying, sealing, packing, weighing, wrapping, or closing containers to pack any of a variety of products.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	27	2	4.50	17.00	5.00	17.00	11.22	11.92
Non-union	15	2	4.50	12.20	4.75	11.22	7.50	8.33

Bottling Line Attendant (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Male	27	-	4.50	17.00	7.50	17.00	12.20	12.27
Non-union	15	-	4.50	12.20	5.00	12.20	7.50	8.48
Industry Data								
Mfg. & Process.	27	2	4.50	17.00	5.00	17.00	11.22	11.92
Geographic Area Data								
Major Urban	15	2	4.50	12.20	4.75	11.22	7.50	8.33

Meat Packager - 8228-118-0

Wraps, weighs and labels meat products for sale or shipment.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	2	7	6.00	14.43	6.21	14.43	10.03	10.18
Union	-	6	6.21	14.43	8.87	14.43	10.97	10.98
Non-union	2	1	6.00	10.75	6.00	10.75	9.00	8.58
Female	-	7	6.00	14.43	6.21	14.43	10.03	10.27
All Employees (Part-time)	8	21	4.50	14.43	5.00	12.17	7.72	8.42
Union	7	16	4.55	14.43	5.20	13.06	8.79	9.10
Non-union	1	5	4.50	7.05	4.75	6.35	6.15	5.83
Male	8	-	5.00	8.61	5.20	7.72	6.83	6.73
Female	-	21	4.50	14.43	4.75	13.06	9.24	9.06
Union	-	16	4.55	14.43	7.72	13.06	9.77	10.08
Non-union	-	5	4.50	7.05	4.75	7.05	6.35	5.80
Industry Data								
Retail	2	7	6.00	14.43	6.21	14.43	10.03	10.18
(Part-time)	8	21	4.50	14.43	5.00	12.17	7.72	8.42
Firm Size Data								
20 - 49	1	2	6.21	10.75	6.21	10.75	8.87	8.61
(Part-time)	-	4	4.50	6.35	4.50	6.35	5.55	5.49
50 - 99 (Part-time)	3	2	4.55	8.36	5.00	8.36	5.20	5.81
100 - 399 (Part-time)	-	5	7.05	10.03	8.79	10.03	9.24	8.87
Geographic Area Data								
Minor Urban (Part-time)	3	5	4.55	9.24	5.00	9.24	6.50	6.82
Rural	1	3	6.00	10.75	6.00	10.75	7.54	7.96
(Part-time)	-	4	4.50	6.35	4.50	6.35	5.55	5.49

Syrup Maker - 8229-342-0

Tends equipment to mix ingredients and make syrups and flavourings according to formulae. Records amounts of syrups, extracts or flavourings produced and materials used.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	4	1	6.50	13.45	7.85	13.45	12.41	10.53
Non-union	3	1	6.50	12.46	6.50	12.46	10.13	9.81
Male	4	-	6.50	13.45	6.50	13.45	12.44	11.21
Non-union	3	-	6.50	12.46	6.50	12.46	12.41	10.46
				Industry Data				
Mfg. & Process.	4	-	6.50	13.45	6.50	13.45	12.44	11.21
				Firm Size Data				
1 - 19	2	1	6.50	13.45	6.50	13.45	7.85	9.27
				Geographic Area Data				
Major Urban	4	-	6.50	13.45	6.50	13.45	12.44	11.21

Foreman/woman, Wood Processing - 8230-199

Supervises and co-ordinates the activities of workers engaged in all aspects of production.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	14	-	8.75	20.60	12.05	18.87	14.81	15.28
Non-union	14	-	8.75	20.60	12.05	18.87	14.81	15.28
				Industry Data				
Mfg. & Process.	14	-	8.75	20.60	12.05	18.87	14.81	15.28
				Firm Size Data				
20 - 49	9	-	12.05	17.90	12.69	17.90	14.62	14.75
				Geographic Area Data				
Major Urban	4	-	14.25	17.90	14.25	17.90	16.26	16.17
Rural	6	-	8.75	20.60	12.05	18.87	17.04	15.72

Automotive Machinist - 8313-150

Sets up and operates a variety of machine tools such as lathes, valve grinders and piston grinding and turning machines to repair automotive engines and parts.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	9	-	9.00	13.65	9.50	13.65	10.99	11.14
Non-union	9	-	9.00	13.65	9.50	13.65	10.99	11.14

Automotive Machinist (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Industry Data				
Mfg. & Process.	8	-	9.00	13.65	9.50	13.65	11.50	11.29
				Firm Size Data				
1- 19	8	-	9.00	13.65	9.50	13.65	11.50	11.29

Machinist, General - 8313-154-0

Sets up and operates various machine tools and fits and assembles parts to make or repair mechanisms, tools or machines, applying knowledge of mechanics, shop mathematics, metal properties, lay-out and machining procedures. May operate assembled or repaired mechanism to test performance.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	28	-	7.00	18.00	7.75	15.50	13.50	12.43
Union	12	-	7.75	15.50	7.75	15.50	9.98	11.35
Non-union	16	-	7.00	18.00	10.75	15.50	14.00	13.24
				Industry Data				
Mfg. & Process.	28	-	7.00	18.00	7.75	15.50	13.50	12.43
				Firm Size Data				
1 - 19	19	-	7.00	16.50	7.75	14.89	12.20	11.24

Machinist, Maintenance - 8313-162-0

Sets up and operates machine tools to repair or make parts for production machinery, and installs parts to correct malfunctions. May heat treat replacement parts by hardening or tempering.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	96	-	7.75	19.21	13.32	19.17	15.45	15.59
Union	75	-	9.72	19.21	14.49	19.17	15.45	16.14
Non-union	21	-	7.75	18.05	9.00	16.23	14.00	13.65
				Industry Data				
Primary	17	-	12.82	19.21	16.06	18.00	17.10	17.05
Mfg. & Process.	37	-	7.75	19.17	12.50	19.17	17.00	16.17
Trans., Comm. & Util.	37	-	12.81	16.23	14.49	15.45	14.49	14.62
				Firm Size Data				
50 - 99	6	-	10.09	18.00	12.82	17.84	16.20	15.19
100 - 399	24	-	12.81	18.05	13.32	17.17	15.45	15.68
400 plus	49	-	9.72	19.21	14.49	19.17	15.96	16.43
				Geographic Area Data				
Saskatoon	24	-	7.75	19.21	10.50	18.05	14.09	14.50
Major Urban	34	-	9.00	17.67	14.49	15.45	14.49	14.51
Rural	6	-	16.06	17.17	16.13	17.17	17.10	16.79
Province-wide	5	-	12.82	18.00	16.08	18.00	17.20	16.39

Lathe Operator - 8313-214

Sets up and operates lathe to perform series of machining operations such as turning, facing, boring, and threading on metal castings, forgings, weldments or other work-pieces according to specifications and knowledge of machining operations.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	4	-	6.50	17.50	6.50	17.50	16.25	14.43
Non-union	4	-	6.50	17.50	6.50	17.50	16.25	14.13
Industry Data								
Mfg. & Process.	4	-	6.50	17.50	6.50	17.50	16.25	14.13

Foreman/woman, Production - 8210-122

Supervises and co-ordinates the activities of workers concerned with the production of flour, starches, vegetable oils and animal feed products.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	30	-	7.00	19.67	10.50	18.33	14.06	13.77
Non-union	24	-	7.00	19.67	10.50	18.33	13.60	13.73
Industry Data								
Primary	5	-	7.00	14.93	12.82	14.93	12.82	12.40
Mfg. & Process.	23	-	9.83	19.67	10.50	19.41	14.38	14.04
Firm Size Data								
1 - 19	11	-	7.00	19.41	9.83	15.83	14.38	13.38
20 - 49	7	-	14.42	19.67	16.84	19.67	17.00	17.56
Geographic Area Data								
Minor Urban	9	-	7.00	19.41	9.83	15.83	14.38	13.43

Sheet Metal Foreman/woman - 8330-122

Supervises and co-ordinates the activities of workers engaged in making and repairing sheet metal parts or products such as ducts, hoods, vents and louvres.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	-	13.00	18.00	13.00	18.00	14.20	14.58
Non-union	4	-	13.00	18.00	13.00	18.00	13.60	14.55
Industry Data								
Construction	5	-	13.00	18.00	13.00	18.00	14.20	14.58
Firm Size Data								
1 - 19	4	-	13.00	18.00	13.00	18.00	13.60	14.55

Blacksmith - 8331-114-0

Forges and repairs variety of metal articles. May cut, assemble and weld metal parts using arc or acetylene welding equipment.

(Hourly Rates)				**Provincial Data**				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	-	11.33	19.17	12.00	19.17	12.50	13.85

Sheet Metal Worker, Journeyman/woman - 8333-118

Fabricates, assembles, installs and repairs sheet metal items such as, drain pipes, ventilator shafts, furnace casings, eavestroughs, metal partitions and duct work of all heating and air-conditioning equipment. The work includes the reading of blueprints and layout.

(Hourly Rates)				**Provincial Data**				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	18	-	7.00	20.57	7.00	18.32	15.50	13.64
Union	16	-	7.00	20.57	7.00	18.32	16.00	13.88
				Industry Data				
Construction	18	-	7.00	20.57	7.00	18.32	15.50	13.64
				Firm Size Data				
1 - 19	7	-	10.00	20.57	13.50	18.32	18.32	16.65

Sheet Metal Worker, Non-journeyman/woman - 8333-118-1

(Hourly Rates)				**Provincial Data**				
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	-	9.25	16.40	11.75	13.60	12.50	12.68
Non-union	7	-	9.25	16.40	11.75	13.60	12.50	12.68
				Industry Data				
Construction	7	-	9.25	16.40	11.75	13.60	12.50	12.68
				Firm Size Data				
1 - 19	6	-	9.25	16.40	11.75	13.60	12.88	12.79
				Geographic Area Data				
Minor Urban	5	-	9.25	13.60	11.75	13.60	12.50	12.07

Welder, Maintenance, Journeyman/woman - 8335-026-0

Welds metal parts together to fabricate or repair parts and equipment, using gas and/or arc welding equipment. May layout, fit and align metal parts, using chalk, scriber, centre punch and square.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	188	-	9.55	19.89	13.44	19.17	17.10	16.26
Union	155	-	11.15	19.89	14.36	19.17	17.17	16.91
Non-union	33	-	9.55	17.00	10.38	15.43	13.44	13.18
Industry Data								
Primary	94	-	11.02	19.21	16.99	18.00	17.18	17.35
Mfg. & Process.	57	-	10.38	19.17	12.00	19.17	14.72	15.26
Construction	7	-	10.00	15.00	13.50	15.00	15.00	14.07
Trans., Comm. & Util.	17	-	14.07	19.89	14.07	19.89	14.41	15.85
Public Admin.	8	-	10.29	16.08	12.66	15.84	15.67	14.41
Firm Size Data								
1 - 19	11	-	10.29	15.43	10.38	14.72	12.63	12.34
20 - 49	18	-	12.00	17.00	12.00	15.00	14.25	13.78
50 - 99	29	-	10.00	19.89	14.41	19.89	17.48	16.88
100 - 399	82	-	9.55	17.67	14.36	17.65	17.17	16.63
400 plus	48	-	14.07	19.21	14.41	19.21	16.99	17.06
Geographic Area Data								
Regina	27	-	13.37	19.17	14.36	19.17	15.84	16.12
Saskatoon	41	-	12.00	19.21	15.00	19.21	17.19	16.94
Major Urban	11	-	9.55	17.67	11.15	17.67	14.72	14.47
Minor Urban	30	-	12.00	16.99	12.00	16.99	16.00	15.27
Rural	48	-	10.00	17.65	11.02	17.65	17.17	16.42
Province-wide	31	-	14.07	19.89	14.07	19.89	17.20	16.81

Welder, Maintenance, Non-journeyman/woman - 8335-026-1

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	62	-	8.68	17.00	9.86	16.06	15.46	14.32
Union	59	-	9.14	16.46	9.86	16.06	15.46	14.45
Industry Data								
Primary	16	-	14.52	17.00	15.96	16.45	15.96	15.96
Mfg. & Process.	27	-	8.68	16.46	9.14	15.76	13.12	12.81
Firm Size Data								
400 plus	28	-	13.76	15.96	13.76	15.96	15.46	15.28

Welder, Construction, Journeyman/woman - 8335-126

Welds metal parts together to fabricate or repair parts and equipment, using gas and/or arc welding equipment. May layout, fit and align metal parts, using chalk, scriber, centre punch and square.

(Hourly Rates)	No. of Employees Male	No. of Employees Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Provincial Data								
All Employees (Full-time)	11	-	7.00	16.00	7.00	15.25	7.00	9.32
Industry Data								
Construction	11	-	7.00	16.00	7.00	15.25	7.00	9.32

Welder, Production Line, Journeyman/woman - 8335-166-0

Sets up and operates either gas or arc-welding equipment on a production basis.

(Hourly Rates)	No. of Employees Male	No. of Employees Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Provincial Data								
All Employees (Full-time)	41	-	8.80	15.50	11.33	15.50	15.00	14.05
Non-union	17	-	8.80	15.00	9.99	15.00	14.00	12.89
Industry Data								
Mfg. & Process.	41	-	8.80	15.50	11.33	15.50	15.00	14.05
Firm Size Data								
1 - 19	12	-	8.80	14.89	9.50	14.00	12.00	11.78
Geographic Area Data								
Regina	8	-	9.99	15.00	11.73	15.00	15.00	13.65
Rural	7	-	8.80	15.00	10.00	14.00	12.00	11.97

Welder, Production Line, Non-journeyman/woman - 8335-166-1

(Hourly Rates)	No. of Employees Male	No. of Employees Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Provincial Data								
All Employees (Full-time)	78	-	6.50	14.74	8.00	14.45	9.25	10.60
Non-union	62	-	6.50	14.74	7.50	12.50	9.25	9.74
Industry Data								
Mfg. & Process.	72	-	6.50	14.74	9.00	14.45	9.25	10.75
Firm Size Data								
1 - 19	18	-	6.50	14.74	7.50	12.50	10.57	10.18
20 - 49	17	-	6.50	13.50	6.75	12.50	11.00	10.24
Geographic Area Data								
Saskatoon	20	-	6.50	14.74	6.75	12.50	10.57	10.21

Metalworking Machine Operator, General - 8339-146-0

Sets up and operates metalworking machines such as shears, cutoff saws, brakes, punch presses and forming rolls to make metal products such as light structural components, sporting goods and metal furniture. Tests products for accurate fit.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	43	3	5.50	16.00	9.00	12.25	11.82	11.36
Non-union	15	3	5.50	16.00	7.30	15.00	9.75	10.65
Male	43	-	5.50	16.00	9.00	13.00	11.82	11.46
Non-union	15	-	5.50	16.00	7.30	15.00	9.50	10.78
				Industry Data				
Mfg. & Process.	43	3	5.50	16.00	9.00	12.25	11.82	11.36
				Firm Size Data				
1 - 19	12	3	5.50	16.00	7.30	15.00	11.95	10.88
				Geographic Area Data				
Rural	6	3	7.30	15.00	8.00	15.00	9.50	10.64

Saw Operator - 8353-001-0

Sets up and operates a variety of machine saws to cut wooden stock to standard or desired size and shape.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	1	6.64	14.00	10.90	12.89	11.00	11.05
Non-union	6	1	6.64	14.00	10.90	11.00	11.00	10.78
Male	7	-	10.90	14.00	10.95	12.89	11.00	11.68
Non-union	6	-	10.90	14.00	10.95	11.00	11.00	11.48
				Industry Data				
Mfg. & Process.	7	1	6.64	14.00	10.90	12.89	11.00	11.05
				Firm Size Data				
20 - 49	7	-	10.90	14.00	10.95	12.89	11.00	11.68

Woodworking Machine Operator, General - 8355-110-0

Sets up and operates a variety of woodworking machines such as, saws, planers, routers, sanders and tenoners to cut, plane, shape and sand stock to specifications. May perform maintenance and repairs on machine.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	10	4	6.50	13.25	6.92	12.89	9.00	9.30
Non-union	9	4	6.50	13.25	6.92	12.50	9.00	9.03

Woodworking Machine Operator, General (continued)

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Male	10	-	6.50	13.25	8.50	12.89	9.00	10.05
Non-union	9	-	6.50	13.25	8.50	12.50	9.00	9.74
	Industry Data							
Mfg. & Process.	10	4	6.50	13.25	6.92	12.89	9.00	9.30
	Firm Size Data							
1 - 19	3	4	6.50	13.25	6.92	8.50	7.50	8.28
20 - 49	7	-	9.00	12.89	9.00	12.50	9.00	10.33
	Geographic Area Data							
Rural	6	4	6.50	9.00	6.92	9.00	8.15	8.07

Product Assembler - 8529-222-0

Assembles a variety of parts or components to liberal tolerances at bench or on assembly line. Fits and adjusts parts to meet operational specifications.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	158	35	5.50	15.21	7.00	14.82	12.57	11.79
Union	81	13	6.80	14.36	9.15	14.36	14.36	13.03
Non-union	77	22	5.50	15.21	6.50	14.82	9.45	10.61
Male	158	-	5.77	15.21	7.00	14.82	12.87	11.96
Non-union	77	-	5.77	15.21	7.00	14.82	9.45	10.17
Female	-	35	5.50	15.21	6.80	14.82	9.15	11.01
Non-union	-	22	5.50	15.21	5.77	14.82	14.82	12.13
	Industry Data							
Mfg. & Process.	154	35	5.50	15.21	7.00	14.82	12.87	11.86
	Firm Size Data							
1 - 19	32	6	5.50	14.42	5.77	9.75	7.00	7.78
	Geographic Area Data							
Saskatoon	32	30	5.50	15.21	8.00	14.82	14.03	11.96
Rural	20	-	6.00	10.00	7.00	9.45	7.00	8.00

Foreman/woman, Production, Electrical & Electronic Equipment - 8530-118

Supervises and co-ordinates the activities of workers engaged in all aspects of production.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	39	4	10.39	20.63	12.58	18.62	15.61	15.83
Non-union	37	3	10.50	20.63	14.58	18.62	15.61	15.97

Foreman/woman, Production, Electrical & Electronic Equipment (continued)

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Male	39	-	10.50	20.63	14.83	18.62	15.61	16.02
Non-union	37	-	10.50	20.63	15.21	18.62	15.61	16.03
Female	-	4	10.39	15.61	10.39	15.61	15.10	14.05
Industry Data								
Mfg. & Process.	39	4	10.39	20.63	12.58	18.62	15.61	15.83

Electrician, Maintenance, Journeyman/woman - 8533-110-0

Repairs, maintains and installs electrical wiring and equipment such as motors, lighting fixtures and switching and control equipment in commercial, industrial, institutional or other establishments. May repair or replace mechanical, pneumatic, hydraulic or electronic components of electrical equipment.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	299	-	10.45	23.91	15.84	19.17	17.17	17.38
Union	278	-	12.59	19.66	15.84	19.17	17.17	17.28
Non-union	21	-	10.45	23.91	15.95	22.53	18.51	18.70
Industry Data								
Primary	150	-	16.99	21.35	16.99	17.42	17.10	17.27
Mfg. & Process.	52	-	13.72	22.53	16.13	19.40	17.65	17.81
Trans., Comm. & Util.	27	-	15.38	23.91	15.38	18.51	15.38	16.68
Health & Educ.	50	-	10.45	20.03	15.32	18.38	18.04	17.48
Public Admin.	7	-	14.83	17.79	15.34	17.79	15.84	16.46
Firm Size Data								
50 - 99	24	-	13.72	23.91	14.22	22.49	17.36	17.86
100 - 399	106	-	10.45	17.79	16.13	17.19	17.17	16.84
400 plus	159	-	15.32	22.53	15.38	19.17	16.99	17.54
Geographic Area Data								
Regina	41	-	15.34	22.53	16.23	19.44	19.17	18.38
Saskatoon	82	-	12.59	19.40	16.42	19.21	17.45	17.46
Major Urban	22	-	10.45	20.03	15.38	16.83	15.38	15.53
Rural	73	-	16.13	17.65	17.10	17.30	17.17	17.14
Province-wide	24	-	16.01	23.91	17.20	22.49	18.75	18.95

Electrician, Maintenance, Non-journeyman/woman - 8533-110-1

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	31	-	7.96	17.92	10.73	16.81	15.22	14.36
Union	29	-	9.02	17.92	11.73	16.81	15.96	14.68
Industry Data								
Primary	10	-	11.54	17.92	15.96	16.45	16.23	15.92

Electrician, Maintenance, Non-journeyman (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
			Firm Size Data					
100 - 399	9	-	12.81	16.81	13.13	16.81	16.45	15.71
400 plus	16	-	7.96	17.08	9.92	16.42	15.22	13.92
			Geographic Area Data					
Saskatoon	17	-	9.02	17.08	11.73	16.81	16.42	14.70
Province-wide	6	-	10.73	17.92	11.54	13.65	13.65	13.52

Refrigeration/Air Conditioning Mechanic, Journeyman/woman - 8533-118-0

Installs, services and repairs industrial, commercial and residential refrigeration and air conditioning systems.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
			Provincial Data					
All Employees (Full-time)	28	-	10.00	20.60	13.00	19.60	19.60	17.85
Union	24	-	10.00	20.60	12.30	19.60	19.60	18.20
			Industry Data					
Construction	24	-	10.00	20.60	16.00	19.60	19.60	18.60
			Firm Size Data					
1 - 19	23	-	13.00	20.60	16.00	19.60	19.60	18.97
			Geographic Area Data					
Regina	18	-	12.30	20.60	14.10	19.60	19.60	17.77

Refrigeration/Air Conditioning Mechanic, Non-journeyman/woman - 8533-118-1

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
			Provincial Data					
All Employees (Full-time)	9	-	7.52	17.25	11.96	14.23	13.00	12.95
Union	6	-	11.96	17.25	12.00	14.23	13.78	13.83
			Industry Data					
Construction	7	-	7.52	17.25	11.96	13.33	13.00	12.58
			Firm Size Data					
1 - 19	7	-	7.52	17.25	11.96	13.33	13.00	12.58

Major Appliance Repairer - 8533-126

Installs, services and repairs major electrical appliances such as air conditioners, clothes dryers, refrigerators, stoves and washing machines in customer's home or in shop.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	24	-	6.50	15.69	7.00	15.41	13.70	12.23
Non-union	24	-	6.50	15.69	7.00	15.41	13.70	12.23
				Industry Data				
Wholesale	13	-	7.00	15.47	7.00	14.72	13.15	11.64
Retail	11	-	6.50	15.69	7.50	15.41	14.48	12.93
				Firm Size Data				
1 - 19	8	-	6.50	14.11	7.00	13.54	10.24	10.33

Repairer, Electronic Equipment - 8535-114-0

Repairs electronic equipment such as radar, communications, telemetering, data processing equipment and sound reproducing equipment. Examines and tests equipment.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	34	1	10.28	17.55	11.93	17.55	15.62	15.29
Male	34	-	10.28	17.55	11.92	17.55	15.42	15.23

Audio-Visual Technician - 8535-118

Under supervision, sets up, operates and maintains audio-visual equipment such as video and sound recorders and reproducers, slide and motion picture projectors, and closed circuit television sets in educational institutions.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	10	3	5.70	17.78	10.73	15.33	12.70	12.95
				Industry Data				
Health & Educ.	10	3	5.70	17.78	10.73	15.33	12.70	12.95

Tester, Systems - 8536-122-0

Tests electronic systems such as radio, television and communications installments and automated process-control systems.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	34	6	11.02	15.24	12.21	15.21	14.82	14.30
Male	34	-	11.02	15.24	12.21	15.21	14.82	14.17

Tester, Systems (continued)

(Hourly Rates)	Industry Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	34	6	11.02	15.24	12.21	15.21	14.82	14.30

Cabinetmaker - 8541-110

Constructs and repairs wooden articles such as domestic, store and office furniture, fixtures and other related equipment, following specifications and drawings and using wood-working machines and power and hand tools.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	24	-	7.50	15.15	8.00	14.25	12.50	11.90
Non-union	20	-	7.50	15.15	8.00	14.25	12.10	11.54
	Industry Data							
Mfg. & Process.	18	-	8.00	14.75	11.25	13.96	12.50	12.49
	Firm Size Data							
20 - 49	19	-	7.50	13.96	8.00	13.50	12.50	11.69
	Geographic Area Data							
Major Urban	9	-	8.00	15.15	11.25	14.75	13.86	13.13

Assembler, Sash and Door - 8541-154

Assembles wood products having mortise-and-tenon or dowelled joints such as doors, door frames and window sashes. May operate clamping machine.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	31	-	8.35	13.47	8.35	12.50	8.35	9.40
Non-union	31	-	8.35	13.47	8.35	12.50	8.35	9.40
	Industry Data							
Mfg. & Process.	31	-	8.35	13.47	8.35	12.50	8.35	9.40

Sewing Machine Operator - 8563-114-0

Operates single or multiple-needle sewing machine to join, gather, hem, reinforce, decorate, or attach fasteners to garments. May operate a specific type of machine, or a particular part or article.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	18	5.00	8.65	6.83	8.40	8.40	7.61
Non-union	-	18	5.00	8.65	6.83	8.40	8.40	7.61

Sewing Machine Operator **(continued)**

(Hourly Rates)	Industry Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	-	18	5.00	8.65	6.83	8.40	8.40	7.61

Seamstress/Seamster **- 8569-046-0**

Alters and repairs articles of clothing and linen, performing various hand and machine-sewing tasks.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	2	50	4.95	12.26	5.99	10.84	9.96	9.29
Union	-	34	9.67	12.26	9.71	10.90	10.23	10.22
Non-union	2	16	4.95	11.20	5.00	9.50	7.74	7.53
Female	-	50	4.95	12.26	6.00	10.84	9.96	9.38
Non-union	-	16	4.95	11.20	5.00	9.50	7.74	7.59
All Employees (Part-time)	-	19	4.50	10.64	5.00	10.30	9.69	8.96
Union	-	11	9.19	10.47	9.19	10.30	9.71	9.80
Non-union	-	8	4.50	10.64	5.00	9.69	9.01	7.82
				Industry Data				
Retail	2	11	4.95	11.20	5.00	9.68	7.00	7.24
Health & Educ.	-	23	9.25	12.26	9.71	11.16	9.96	10.17
(Part-time)	-	13	4.50	10.64	9.19	10.47	9.71	9.37
				Firm Size Data				
1 - 19	2	8	4.95	11.20	5.00	9.68	8.21	7.90
20 - 49	-	4	5.00	9.25	5.00	9.25	5.23	6.18
(Part-time)	-	5	5.00	10.64	5.00	10.64	9.19	7.91
100 - 399	-	7	5.99	11.17	7.31	10.90	9.96	9.41
(Part-time)	-	5	4.50	10.47	9.67	10.47	9.67	8.80
400 plus	-	17	9.71	12.26	9.71	10.30	9.96	10.12
(Part-time)	-	5	8.35	10.30	9.69	10.30	9.71	9.55
				Geographic Area Data				
Regina	2	22	5.00	11.20	6.00	10.23	10.23	9.20
Saskatoon	-	12	5.45	11.16	9.68	9.96	9.71	9.52
(Part-time)	-	6	8.35	10.47	9.67	9.71	9.68	9.59
Major Urban	-	12	4.95	12.26	5.00	10.84	9.96	8.98
Minor Urban	-	3	8.17	11.17	8.17	11.17	9.96	9.77
(Part-time)	-	4	9.19	10.30	9.19	10.30	9.52	9.63
Rural (Part-time)	-	4	4.50	10.64	4.50	10.64	9.45	8.51

Foreman/woman, Industrial Mechanics **- 8580-114**

Supervises and co-ordinates the activities of workers engaged in repairing, adjusting, installing and servicing production equipment.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	112	-	10.80	28.11	13.12	23.08	19.65	19.34

Foreman/woman, Industrial Mechanics (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
Union	17	-	12.09	21.94	12.94	21.25	14.17	16.05
Non-union	95	-	10.80	28.11	16.48	23.17	19.80	19.93
Industry Data								
Primary	46	-	12.00	25.10	19.23	24.26	20.56	20.73
Mfg. & Process.	26	-	12.09	28.11	12.94	22.46	17.08	18.00
Trans., Comm. & Util.	29	-	17.68	22.55	18.48	21.43	19.65	20.04
Public Admin.	5	-	10.80	19.31	10.96	19.31	12.50	13.25
Firm Size Data								
1 - 19	6	-	10.96	21.94	12.50	16.48	13.81	14.92
20 - 49	3	-	10.80	22.49	10.80	22.49	21.35	18.21
50 - 99	24	-	12.00	25.10	12.09	20.73	17.66	17.00
100 - 399	52	-	13.12	28.11	17.71	21.54	19.57	19.84
400 plus	27	-	14.58	24.70	18.48	24.70	21.88	21.58
Geographic Area Data								
Regina	12	-	14.58	23.08	15.67	22.46	21.42	20.24
Saskatoon	26	-	12.31	24.70	17.68	24.70	20.77	20.38
Major Urban	15	-	12.98	21.65	14.17	21.54	19.40	18.00
Minor Urban	16	-	12.09	24.26	12.50	23.17	17.82	17.88
Rural	26	-	10.80	28.11	12.69	20.40	19.36	18.74
Province-wide	17	-	18.15	25.10	19.45	22.49	20.20	20.60

Shop Foreman/woman - 8580-122

Supervises and co-ordinates the activities of all mechanics and/or auto body repair workers.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	36	1	7.00	20.95	9.23	17.50	13.27	13.51
Non-union	36	1	7.00	20.95	9.23	17.50	13.27	13.51
Male	36	-	7.00	20.95	9.52	17.50	13.78	13.65
Industry Data								
Wholesale	14	-	7.38	17.50	9.52	17.50	14.55	13.97
Retail	22	1	7.00	20.95	9.09	17.89	13.16	13.24
Firm Size Data								
1 - 19	9	-	10.75	17.89	11.50	14.72	14.28	13.57
20 - 49	15	1	7.00	20.95	8.66	15.75	13.13	12.40
50 - 99	12	-	9.84	18.55	10.68	17.50	15.58	14.[illegible]5
Geographic Area Data								
Saskatoon	15	-	9.52	18.55	10.68	17.89	14.43	14.03
Major Urban	10	1	7.00	20.95	7.38	14.72	12.38	11.92
Minor Urban	3	-	13.13	13.27	13.13	13.27	13.13	13.18
Rural	3	-	10.75	14.38	10.75	14.38	11.50	12.21

Motor Vehicle Mechanic, Journeyman/woman - 8581-110-5

Repairs and overhauls automobiles, buses, trucks and other automotive vehicles.

(Hourly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	145	-	5.50	20.32	8.94	16.00	13.28	12.92
Union	38	-	8.06	17.19	11.10	17.10	14.76	13.93
Non-union	107	-	5.50	20.32	8.08	16.00	12.98	12.57
All Employees (Flat Rate)	69	-	13.20	17.00	13.25	14.75	14.00	14.16
Non-union	69	-	13.20	17.00	13.25	14.75	14.00	14.16
				Industry Data				
Primary	22	-	16.00	17.19	16.00	17.17	16.00	16.31
Mfg. & Process.	6	-	8.06	15.32	10.46	13.37	13.32	12.31
Wholesale	20	-	6.24	20.32	11.81	15.00	14.76	13.64
Retail	92	-	5.50	19.10	8.08	15.00	12.50	12.01
(Flat Rate)	69	-	13.20	17.00	13.25	14.75	14.00	14.16
				Firm Size Data				
1 - 19	44	-	5.50	15.00	7.25	15.00	10.98	10.85
20 - 49	48	-	8.08	19.10	9.73	14.76	14.03	13.27
(Flat Rate)	32	-	13.20	17.00	13.20	15.50	13.50	13.92
50 - 99	36	-	6.24	20.32	10.46	16.00	15.00	14.10
(Flat Rate)	36	-	14.00	14.75	14.00	14.75	14.35	14.40
100 - 399	13	-	10.93	17.19	12.75	17.17	13.37	14.62
				Geographic Area Data				
Regina	35	-	6.24	20.32	11.81	15.00	13.37	13.52
Saskatoon	39	-	5.50	17.19	8.00	16.00	15.00	13.45
(Flat Rate)	29	-	14.00	14.75	14.00	14.75	14.35	14.31
Major Urban	14	-	8.08	15.50	10.93	15.06	13.50	13.03
(Flat Rate)	29	-	13.20	17.00	13.20	15.50	13.50	13.88
Minor Urban	28	-	7.50	17.30	9.23	15.55	13.74	13.04
Rural	29	-	7.25	17.17	8.65	17.10	10.40	11.33

Motor Vehicle Mechanic, Non-journeyman/woman - 8581-110-7

(Hourly Rates)				Provincial Data				
	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	53	-	4.50	16.00	6.06	12.50	8.00	8.90
Union	10	-	7.60	15.07	8.00	12.00	9.34	9.90
Non-union	43	-	4.50	16.00	6.00	12.50	8.00	8.67
All Employees (Part-time)	3	-	5.64	16.60	5.64	16.60	9.44	10.56
Union	3	-	5.64	16.60	5.64	16.60	9.44	10.56
All Employees (Flat Rate)	10	-	8.00	14.75	9.00	14.75	11.00	11.66
Non-union	10	-	8.00	14.75	9.00	14.75	11.00	11.66

Motor Vehicle Mechanic, Non-journeyman/woman (continued)

(Hourly Rates)

Industry Data

	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Mfg. & Process.	5	-	6.35	15.07	9.81	15.07	12.41	11.49
Wholesale	5	-	4.50	12.00	8.86	12.00	9.40	9.02
Retail	38	-	4.50	12.75	6.06	11.33	7.88	8.24
(Flat Rate)	10	-	8.00	14.75	9.00	14.75	11.00	11.66

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	24	-	4.50	12.75	6.52	11.50	8.00	8.54
20 - 49	19	-	4.50	16.00	6.00	12.50	7.75	8.69
50 - 99	8	-	6.00	12.50	6.06	12.41	9.62	9.40

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	8	-	6.35	15.07	8.86	12.50	10.83	10.78
Saskatoon	8	-	6.00	12.50	6.06	10.50	8.87	8.66
Major Urban	14	-	4.50	13.82	5.00	12.41	7.75	8.12
Minor Urban	8	-	7.00	16.00	7.62	12.75	7.69	9.30
Rural	15	-	4.50	11.50	7.00	11.50	8.50	8.54

Diesel Mechanic, Journeyman/woman - 8581-110-6

Repairs and maintains diesel engines used to power a variety of motor vehicles including trucks, buses, etc.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	104	-	9.00	17.31	13.27	17.17	15.95	15.49
Union	59	-	13.77	17.23	14.13	17.19	16.23	16.29
Non-union	45	-	9.00	17.31	11.25	15.95	15.20	14.45

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Primary	23	-	17.10	17.31	17.10	17.19	17.17	17.17
Trans., Comm. & Util.	13	-	9.00	16.23	10.96	16.23	16.23	14.41
Wholesale	37	-	11.00	15.95	14.00	15.95	15.20	14.94
Public Admin.	26	-	13.77	16.71	14.07	16.71	16.23	15.81

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	15	-	9.00	17.31	11.25	17.23	14.13	13.79
50 - 99	30	-	10.68	15.95	14.43	15.95	15.20	15.03
100 - 399	34	-	13.77	17.19	14.07	17.19	17.14	16.41

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Regina	35	-	9.00	16.23	14.92	16.23	16.23	15.62
Saskatoon	33	-	10.68	17.19	14.43	17.19	15.95	15.57
Rural	19	-	11.23	17.17	12.69	17.17	17.17	16.18
Province-wide	5	-	11.00	17.31	13.00	17.31	14.00	14.51

Diesel Mechanic, Non-journeyman/woman - 8581-110-8

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	54	-	7.50	17.31	8.75	16.06	13.55	13.02

Diesel Mechanic, Non-Journeyman/woman (continued)

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Union	16	-	12.40	16.70	14.69	16.45	15.46	15.24
Non-union	38	-	7.50	17.31	8.16	14.30	12.55	12.09
			Industry Data					
Primary	9	-	16.06	17.31	16.06	16.70	16.45	16.43
Trans., Comm. & Util.	8	-	7.50	15.00	8.00	12.40	11.00	10.71
Wholesale	26	-	7.50	14.30	10.50	14.30	13.55	12.53
			Firm Size Data					
1 - 19	8	-	8.16	15.00	11.00	14.30	11.55	11.89
20 - 49	12	-	7.50	17.31	7.50	13.20	10.50	10.49
50 - 99	19	-	10.00	14.30	10.00	14.30	13.55	13.20
100 - 399	9	-	12.40	16.70	16.06	16.70	16.06	15.88
			Geographic Area Data					
Regina	17	-	7.50	14.86	8.75	14.69	13.55	12.98
Major Urban	3	-	12.40	13.20	12.40	13.20	12.40	12.67
Rural	14	-	8.16	16.70	10.00	16.70	13.50	13.20

Transmission Mechanic - 8581-122

Repairs manual and automatic transmissions for automobiles, buses, trucks, and other automotive vehicles.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	11	-	7.50	15.00	8.89	14.50	11.60	11.97
Non-union	11	-	7.50	15.00	8.89	14.50	11.60	11.97

Auto Body Repairer, Journeyman/woman - 8581-142-0

Repairs damaged body parts and interior finishings of automotive vehicles. May spray paint surfaces after performing body repairs.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	27	-	7.00	16.23	10.50	15.00	14.00	13.31
Union	4	-	13.52	16.23	13.52	16.23	16.12	15.50
Non-union	23	-	7.00	15.00	8.25	15.00	13.95	12.93
All Employees (Flat Rate)	35	-	11.00	14.75	13.00	14.75	14.00	13.77
Non-union	35	-	11.00	14.75	13.00	14.75	14.00	13.77
			Industry Data					
Retail	23	-	7.00	15.00	8.25	15.00	13.95	12.93
(Flat Rate)	35	-	11.00	14.75	13.00	14.75	14.00	13.77

Auto Body Repairer, Journeyman/woman (continued)

(Hourly Rates)	No. of Employees		Firm Size Data 100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
1 - 19	4	-	10.50	13.95	10.50	13.95	12.75	12.49
(Flat Rate)	7	-	11.00	14.25	11.00	14.25	14.25	13.29
20 - 49	15	-	8.25	14.95	10.96	14.75	13.55	12.93
(Flat Rate)	11	-	13.00	13.50	13.00	13.50	13.36	13.22
50 - 99								
(Flat Rate)	17	-	14.00	14.75	14.00	14.75	14.10	14.32
			Geographic Area Data					
Saskatoon								
(Flat Rate)	17	-	14.00	14.40	14.00	14.40	14.10	14.16
Major Urban	9	-	8.25	14.95	8.25	14.00	12.06	11.90
(Flat Rate)	11	-	13.00	13.50	13.00	13.50	13.36	13.22
Minor Urban	8	-	10.50	14.75	13.00	14.75	14.60	13.84

Auto Body Repairer, Non-journeyman\woman - 8581-142-1

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	20	-	4.50	14.86	5.25	13.95	8.72	8.75
Non-union	18	-	4.50	13.95	5.25	10.00	8.25	8.08
			Industry Data					
Retail	18	-	4.50	13.95	5.25	10.00	8.25	8.08
			Firm Size Data					
20 - 49	13	-	4.50	11.25	5.00	10.00	8.00	7.80
			Geographic Area Data					
Major Urban	13	-	4.50	11.25	5.00	10.00	8.50	7.84
Minor Urban	3	-	5.50	13.95	5.50	13.95	10.00	9.82

Wheel Alignment Mechanic - 8581-154-0

Aligns wheels, axles, torsion bars and steering mechanisms of automotive vehicles.

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	6	-	6.75	14.50	7.25	11.40	9.23	9.73
Non-union	6	-	6.75	14.50	7.25	11.40	9.23	9.73
All Employees (Flat Rate)	8	-	12.00	14.75	14.00	14.75	14.00	13.97
Non-union	8	-	12.00	14.75	14.00	14.75	14.00	13.97
			Industry Data					
Retail	6	-	6.75	14.50	7.25	11.40	9.23	9.73
(Flat Rate)	8	-	12.00	14.75	14.00	14.75	14.00	13.97

Wheel Alignment Mechanic (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Firm Size Data				
1 - 19	3	-	6.75	10.95	6.75	10.95	7.25	8.32
20 - 49	3	-	7.50	14.50	7.50	14.50	11.40	11.13
50 - 99 (Flat Rate)	4	-	12.00	14.75	12.00	14.75	14.38	13.88
				Geographic Area Data				
Saskatoon (Flat Rate)	6	-	12.00	14.75	14.00	14.25	14.00	13.83
Minor Urban	4	-	7.25	14.50	7.25	14.50	11.18	11.03

Millwright - 8584-122-0

Installs machinery and supporting structures in an industrial or other establishment according to manufacturer's specifications, layout plans and drawings. May operate metalworking machines, such as lathes and grinders, to grind, file and turn machine parts to dimensional specifications.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	393	-	11.09	19.40	15.96	19.17	16.99	16.98
Union	388	-	11.09	19.40	15.96	19.17	16.99	16.99
				Industry Data				
Primary	314	-	13.34	19.21	15.96	17.42	16.99	16.85
Mfg. & Process.	68	-	11.09	19.40	16.30	19.17	16.67	17.27
				Firm Size Data				
20 - 49	8	-	13.65	17.19	14.20	17.19	16.11	15.78
50 - 99	5	-	13.55	19.40	17.30	19.40	17.30	16.99
100 - 399	121	-	14.12	18.92	16.53	17.17	17.10	17.05
400 plus	258	-	13.34	19.21	15.96	19.21	16.99	17.00
				Geographic Area Data				
Saskatoon	60	-	16.30	19.40	16.30	19.21	19.21	18.09
Rural	114	-	11.09	17.65	16.53	17.17	17.10	16.93
Province-wide	12	-	13.65	18.92	16.50	18.92	18.92	17.85

Farm Machinery Mechanic, Journeyman/woman - 8584-330

Repairs and overhauls, on farms or in repair shops, farm machinery such as combines, tractors and other implements. May work on both gasoline and diesel engines.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	42	-	5.00	19.10	8.32	13.44	10.97	11.03
Non-union	42	-	5.00	19.10	8.32	13.44	10.97	11.03
				Industry Data				
Mfg. & Process.	3	-	8.93	13.00	8.93	13.00	10.80	10.91
Wholesale	39	-	5.00	19.10	8.32	13.44	10.97	11.04

Farm Machinery Mechanic, Journeyman/woman (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Firm Size Data				
1 - 19	21	-	5.00	15.86	8.00	14.65	10.62	10.83
20 - 49	20	-	8.25	19.10	9.25	12.75	11.13	11.25
				Geographic Area Data				
Major Urban	21	-	8.25	19.10	8.75	12.75	11.25	11.26
Rural	12	-	5.00	14.65	5.00	14.65	10.50	10.02

Farm Machinery Mechanic, Non-journeyman/woman - 8584-330-1

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	35	-	6.50	15.57	8.00	12.38	10.20	10.26
Non-union	33	-	6.50	15.57	7.75	12.38	10.20	10.27
				Industry Data				
Mfg. & Process.	9	-	7.50	10.24	7.75	10.20	10.20	9.55
Wholesale	23	-	6.50	15.57	8.00	12.38	10.00	10.42
				Firm Size Data				
1 - 19	15	-	6.50	15.57	7.75	11.68	9.87	9.71
20 - 49	12	-	7.50	13.25	8.00	12.38	11.40	10.79
				Geographic Area Data				
Minor Urban	9	-	8.02	15.57	9.89	12.00	11.25	11.16
Rural	13	-	6.50	13.25	7.50	10.20	9.50	9.16

Heavy Equipment Mechanic, Journeyman/woman - 8584-378

Repairs, rebuilds, and adjusts heavy mobile equipment including gas and diesel engines such as cranes, power shovels, scrapers, graders, power conveyors, trench digging machines and crawler tractors.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	63	-	13.50	21.93	16.00	17.19	17.19	16.96
Non-union	10	-	13.50	21.93	13.70	20.05	15.25	16.07
				Firm Size Data				
20 - 49	4	-	13.70	21.93	13.70	21.93	15.50	16.66

Heavy Equipment Mechanic, Non-journeyman/woman - 8584-378-1

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	36	-	8.00	16.70	16.45	16.70	16.45	15.98

Heavy Equipment Mechanic, Non-journeyman/woman (continued)

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Non-union	4	-	8.00	13.95	8.00	13.95	11.90	11.44
			Industry Data					
Construction	4	-	8.00	13.95	8.00	13.95	11.90	11.44

Instrument Repairer - 8588-118-0

Installs, repairs, maintains and adjusts indicating, recording, telemetering and controlling instruments used to measure variables such as pressure, flow, temperature, motion, force and chemical composition.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	38	-	8.25	19.17	14.97	18.87	17.10	16.74
Union	33	-	14.52	19.17	16.17	19.17	17.10	17.14
Non-union	5	-	8.25	18.87	9.50	18.87	14.90	14.08
			Industry Data					
Primary	31	-	14.52	18.87	16.17	17.23	17.10	16.99
Mfg. & Process.	7	-	8.25	19.17	9.50	19.17	19.17	15.62
			Firm Size Data					
20 - 49	8	-	8.25	17.23	9.50	17.23	16.17	14.59
100 - 399	12	-	14.97	17.19	17.10	17.19	17.14	16.96
			Geographic Area Data					
Rural	12	-	8.25	17.17	9.50	17.17	17.10	15.57

Garage Serviceperson - 8589-218-0

Lubricates and services automotive vehicles. May refuel automotive vehicles. May repair tires. May keep record of gasoline and oil supplies in storage tanks.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	107	-	4.50	20.79	6.50	14.43	11.01	10.86
Union	41	-	7.78	14.69	9.49	13.53	13.26	12.39
Non-union	66	-	4.50	20.79	6.00	14.43	9.13	9.92
			Industry Data					
Trans., Comm. & Util.	28	-	8.00	14.69	9.50	14.43	14.43	12.96
Retail	42	-	4.50	12.00	5.50	10.50	8.00	8.01
			Firm Size Data					
1 - 19	17	-	5.00	12.00	6.50	10.50	8.59	8.42
20 - 49	32	-	4.50	14.43	5.50	11.01	8.50	8.29
50 - 99	14	-	6.03	20.79	6.06	16.39	12.35	11.97
100 - 399	24	-	9.49	14.69	9.49	14.43	14.43	13.38

Garage Serviceperson (continued)

(Hourly Rates) **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	25	-	8.50	14.69	9.00	14.43	13.26	12.06
Saskatoon	18	-	6.03	14.58	6.50	13.53	13.11	11.36
Major Urban	14	-	4.50	11.08	5.00	11.01	10.36	9.11
Minor Urban	22	-	5.62	12.00	6.00	11.50	9.14	8.70
Rural	28	-	5.00	20.79	7.25	14.43	14.43	12.06

Foreman/woman, Production Line - 8590-110

Supervises and co-ordinates the activities of workers engaged in all aspects of production.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	52	1	9.50	23.95	11.53	23.08	16.05	16.57
Non-union	50	1	9.50	23.95	11.53	23.08	16.00	16.43
Male	52	-	9.50	23.95	11.53	23.08	16.10	16.68
Non-union	50	-	9.50	23.95	11.53	23.08	16.03	16.54
Industry Data								
Mfg. & Process.	52	1	9.50	23.95	11.53	23.08	16.05	16.57
Firm Size Data								
1 - 19	23	1	9.50	22.00	10.00	17.50	14.16	14.23
20 - 49	3	-	16.00	18.14	16.00	18.14	16.46	16.87
Geographic Area Data								
Regina	21	-	9.80	23.95	13.92	23.23	21.93	19.81
Saskatoon	21	-	9.50	20.00	11.54	17.31	14.90	14.71
Rural	4	-	12.00	17.50	12.00	17.50	16.75	15.75

Spray Painter, Finish - 8595-035-0

Prepares surfaces and applies protective or decorative coating such as primer, paint, varnish, silver or copper solution, enamel or lacquer to machines, equipment, manufactured products or other items to provide finished surface, using spray gun. May be designated according to item sprayed.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	1	6.35	11.80	7.50	9.50	8.50	8.69
Non-union	5	1	6.35	11.80	7.50	9.50	8.50	8.69
Male	5	-	7.50	11.80	8.49	11.80	8.50	9.16
Non-union	5	-	7.50	11.80	8.49	11.80	8.50	9.16
Industry Data								
Mfg. & Process.	5	1	6.35	11.80	7.50	9.50	8.50	8.69
Firm Size Data								
1 - 19	4	1	6.35	11.80	7.50	11.80	8.49	8.53

Spray Painter, Finish (continued)

(Hourly Rates) **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Rural	2	1	6.35	11.80	6.35	11.80	9.50	9.22

Painter, Motor Vehicles - 8595-114

Repaints vehicles such as automobiles, trailers, buses and trucks.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	-	8.00	15.00	9.00	14.00	10.50	11.24
Non-union	6	-	8.00	15.00	9.00	14.00	10.30	11.10
All Employees (Flat Rate)	12	-	12.00	14.75	12.75	14.10	13.85	13.68
Non-union	12	-	12.00	14.75	12.75	14.10	13.85	13.68
Industry Data								
Retail	6	-	8.00	15.00	9.00	14.00	10.30	11.10
(Flat Rate)	12	-	12.00	14.75	12.75	14.10	13.85	13.68
Firm Size Data								
20 - 49	3	-	10.10	14.00	10.10	14.00	12.10	12.07
50 - 99 (Flat Rate)	7	-	12.00	14.75	12.75	14.10	14.00	13.67
Geographic Area Data								
Saskatoon	3	-	8.00	15.00	8.00	15.00	9.00	10.67
(Flat Rate)	9	-	12.00	14.10	12.75	14.10	13.85	13.61
Major Urban	3	-	10.10	14.00	10.10	14.00	10.50	11.53

Spray Painter, Rough - 8595-182-0

Prepares surfaces and sprays protective sealing or adhesive solution such as paint or glue mixtures, oxides or chromates onto metal or wood surfaces where finished appearance is not important, using spray gun.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	10	-	7.18	12.00	9.25	12.00	9.25	10.07
Non-union	8	-	7.18	12.00	9.25	12.00	9.25	9.68
Industry Data								
Mfg. & Process.	10	-	7.18	12.00	9.25	12.00	9.25	10.07

Painter, Maintenance, Journeyman/woman - 8595-206-0

Applies paint, lacquer, rustproofing or other coating material to metal or wooden fabricated items, using brush or roller.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	41	2	7.00	17.17	11.00	14.66	14.26	13.64
Union	34	2	8.77	17.17	13.24	14.61	14.36	14.13
Non-union	7	-	7.00	14.66	10.00	13.93	11.00	11.15
Male	41	-	7.00	17.17	11.00	14.66	14.36	13.64
Union	34	-	8.77	17.17	13.15	15.82	14.36	14.15
Non-union	7	-	7.00	14.66	10.00	13.93	11.00	11.15
Industry Data								
Primary	5	-	13.82	17.17	14.26	17.17	16.40	15.75
Mfg. & Process.	12	-	7.00	15.82	10.00	14.66	14.36	12.89
Health & Educ.	21	2	8.77	14.61	12.12	14.61	13.74	13.72
Firm Size Data								
50 - 99	5	-	10.00	14.26	11.09	14.26	12.12	12.20
100 - 399	10	-	13.37	17.17	13.82	17.10	14.36	14.97
400 plus	22	2	8.77	15.82	13.15	14.61	14.27	13.84
Geographic Area Data								
Regina	8	-	10.00	14.36	13.37	14.36	14.36	13.64
Major Urban	3	-	11.09	13.53	11.09	13.53	12.12	12.25
Rural	5	-	13.82	17.17	14.26	17.17	16.40	15.75

Labourer, Non-production - 8598-114-0

Performs various unskilled light or heavy manual duties, usually in support of trades. May hand-shovel loose materials or collect and dispose of refuse. Is not directly engaged in the production of goods or services.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	600	14	5.30	16.42	8.50	12.61	10.18	10.24
Union	523	14	6.06	16.42	8.96	12.61	10.28	10.46
Non-union	77	-	5.30	15.17	6.50	10.89	8.50	8.74
Male	600	-	5.30	16.42	8.50	12.61	10.18	10.24
Union	523	-	6.06	16.42	8.96	12.61	10.28	10.46
Non-union	77	-	5.30	15.17	6.50	10.89	8.50	8.74
Female	-	14	7.53	12.83	9.22	12.17	9.39	10.27
All Employees (Part-time)	31	1	4.75	9.13	4.75	9.13	5.72	6.40
Male	31	-	4.75	9.13	4.75	9.13	5.72	6.33

Labourer, Non-production (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Industry Data				
Primary	60	4	6.50	15.17	8.21	12.97	11.83	11.15
Mfg. & Process.	66	2	6.00	16.42	7.00	13.42	9.39	10.33
Trans.. Comm. & Util.	241	-	8.96	13.31	8.96	12.06	10.28	10.22
Public Admin.	182	8	5.30	11.82	8.39	11.82	10.20	10.08
				Firm Size Data				
1 - 19	37	-	5.30	10.85	6.78	9.76	8.21	8.41
20 - 49	101	2	6.00	15.62	7.00	12.97	9.00	9.34
50 - 99	26	2	6.50	15.07	7.96	11.80	10.14	10.23
100 - 399	138	7	6.45	16.42	9.27	12.98	11.29	11.02
400 plus	298	3	8.00	13.48	8.96	12.58	10.50	10.40
				Geographic Area Data				
Regina	58	1	7.53	15.62	11.01	13.48	11.82	11.93
Saskatoon	73	1	6.08	13.42	9.00	12.83	10.22	10.82
Major Urban	79	6	7.95	13.31	9.27	13.31	10.26	10.59
Minor Urban	118	4	6.00	11.83	7.00	11.83	9.55	9.48
Rural	48	2	5.30	16.42	7.10	12.98	10.07	10.55

Construction

Heavy Equipment Operator - 8711-010

Operates gasoline or diesel powered snow removal, road construction, road maintenance and earth moving equipment.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	364	-	7.00	16.05	8.50	14.16	11.78	11.58
Union	195	-	9.02	14.19	10.99	14.19	12.91	12.65
Non-union	169	-	7.00	16.05	8.00	12.75	10.10	10.34
All Employees (Part-time)	39	-	7.00	12.00	9.62	11.00	10.10	10.07
Non-union	39	-	7.00	12.00	9.62	11.00	10.10	10.07
	Industry Data							
Construction	94	-	7.00	15.50	7.00	15.50	9.07	10.19
Public Admin.	263	-	7.50	16.05	10.00	13.77	12.50	12.07
(Part-time)	37	-	8.00	12.00	9.75	11.00	10.10	10.12
	Firm Size Data							
1 - 19	110	-	7.50	16.05	8.37	15.50	10.30	10.72
(Part-time)	30	-	7.00	12.00	9.25	11.20	10.10	10.16
20 - 49	55	-	7.31	13.00	8.80	12.95	10.99	10.98
50 - 99	55	-	7.00	15.00	7.00	12.40	10.70	10.11
100 - 399	53	-	10.14	13.77	11.12	13.24	11.87	12.14
	Geographic Area Data							
Saskatoon	53	-	10.00	15.50	12.95	15.50	14.19	13.84
Major Urban	58	-	7.61	13.77	8.37	13.24	11.52	11.01
Minor Urban	57	-	8.39	13.00	10.70	12.50	11.25	11.43
Rural	97	-	7.00	16.05	7.50	11.41	10.00	9.79
(Part-time)	32	-	8.00	11.40	9.62	10.40	10.05	9.98

Foreman/woman, Equipment Operators - 8711-020

Supervises and co-ordinates the activities of workers involved in the operation of snow removal, road maintenance and construction equipment.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	78	-	8.74	20.05	11.06	17.70	15.82	14.66
Union	24	-	11.34	16.96	12.11	15.91	15.91	15.35
Non-union	54	-	8.74	20.05	11.00	18.59	13.95	14.35
	Industry Data							
Construction	20	-	8.76	20.05	11.06	19.10	13.57	14.47
Public Admin.	58	-	8.74	18.59	11.49	17.00	15.91	14.72
	Firm Size Data							
1 - 19	26	-	8.74	17.31	10.49	16.50	12.50	13.08
20 - 49	7	-	14.45	17.00	15.10	16.03	15.55	15.59
50 - 99	18	-	8.76	20.05	11.06	19.10	13.48	13.91
100 - 399	10	-	14.42	18.59	15.91	18.59	17.60	17.33

Foreman/woman, Equipment Operators (continued)

(Hourly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Major Urban	12	-	12.50	18.59	14.42	18.59	17.31	17.03
Minor Urban	17	-	8.74	17.50	11.06	16.43	13.95	13.43
Rural	23	-	8.74	16.04	10.49	15.97	12.26	12.67

Bulldozer Operator - 8711-126

Operates tractor equipped with concave blade to gouge out, level or move materials such as earth, trees, rock and ore in construction, forestry, mining, and other projects.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	77	-	14.85	17.71	15.62	17.71	17.44	17.08
Union	72	-	15.57	17.71	16.75	17.71	17.44	17.23
			Industry Data					
Primary	57	-	14.85	17.71	15.57	17.71	17.47	17.20
			Firm Size Data					
50 - 99	43	-	15.57	17.71	17.15	17.71	17.71	17.45
			Geographic Area Data					
Province-wide	49	-	14.85	17.71	15.57	17.71	17.71	17.16

Dragline Operator - 8711-130

Operates crane equipped with dragline bucket to excavate or move sand, gravel, clay, mud, coal, and other materials.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
All Employees (Full-time)	33	-	14.85	17.89	15.54	17.89	17.48	17.03
Union	25	-	15.57	17.89	17.48	17.89	17.48	17.46
			Industry Data					
Primary	19	-	14.85	17.89	15.54	17.89	16.44	16.70
			Geographic Area Data					
Province-wide	19	-	14.85	17.89	15.54	17.89	16.44	16.70

Electrical Foreman/woman - 8730-110

Supervises and co-ordinates activities of workers engaged in installing and repairing electrical wiring and related apparatus in houses, commercial establishments and other buildings.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	11	-	7.00	19.07	7.50	18.00	14.85	13.17
Non-union	10	-	7.00	18.00	7.50	16.50	14.68	12.59
Industry Data								
Construction	11	-	7.00	19.07	7.50	18.00	14.85	13.17
Firm Size Data								
1 - 19	10	-	7.00	19.07	7.50	18.00	14.68	12.89
Geographic Area Data								
Regina	6	-	7.00	19.07	7.50	18.00	7.50	11.10
Major Urban	4	-	14.50	16.50	14.50	16.50	15.68	15.59

Lineman/woman, Electric Power - 8731-118-0

Constructs and maintains network of power lines used to conduct electricity from generating plants to consumers. May perform duties related to line maintenance, or working with extra high voltage or metal towers and be designated accordingly.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	66	-	13.40	21.00	16.75	20.46	19.17	19.09
Union	54	-	19.17	20.46	19.17	20.46	19.17	19.60
Industry Data								
Trans., Comm. & Util.	36	-	19.17	19.17	19.17	19.17	19.17	19.17
Firm Size Data								
400 plus	44	-	19.17	20.46	19.17	20.46	19.17	19.70

Electrician, Journeyman/woman - 8733-122

Lays out, assembles, installs and maintains electrical wiring and related equipment in houses, industrial and commercial establishments and other buildings.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	64	-	12.00	18.50	14.25	16.97	15.00	15.35
Non-union	64	-	12.00	18.50	14.25	16.97	15.00	15.35

Electrician, Journeyman/woman (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Construction	64	-	12.00	18.50	14.25	16.97	15.00	15.35
Firm Size Data								
1 - 19	33	-	12.00	18.50	14.25	18.03	16.00	15.74
Geographic Area Data								
Regina	13	-	15.12	18.03	16.00	18.03	16.97	16.85
Major Urban	19	-	12.00	18.50	14.25	16.00	15.50	15.11

Electrician, Non-journeyman/woman - 8733-122-1

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	47	-	5.75	12.00	6.00	11.25	9.00	8.78
Non-union	47	-	5.75	12.00	6.00	11.25	9.00	8.78
Industry Data								
Construction	47	-	5.75	12.00	6.00	11.25	9.00	8.78
Firm Size Data								
1 - 19	20	-	5.75	11.88	6.78	9.60	8.00	8.33
Geographic Area Data								
Major Urban	9	-	5.75	9.60	6.46	9.30	8.00	7.79

Power Line Patroller - 8736-118-0

Patrols overhead electric power lines to identify damaged or defective power line equipment and facilities. Prepares periodic reports.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	5	-	19.89	19.89	19.89	19.89	19.89	19.89
Union	5	-	19.89	19.89	19.89	19.89	19.89	19.89
Industry Data								
Trans., Comm. & Util.	5	-	19.89	19.89	19.89	19.89	19.89	19.89

Ground Worker - 8739-166-0

Assists in erection of utility poles and installation and repair of overhead power lines and communication lines.

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	17	-	12.97	18.05	14.31	15.14	14.57	14.75

Labour Foreman/woman - 8780-134

Supervises and co-ordinates the work of a crew of labourers assigned to a building construction, repair or maintenance project.

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	97	1	6.92	28.85	11.00	16.16	12.90	13.81
Union	23	-	10.34	15.92	11.54	15.61	15.18	14.78
Non-union	74	1	6.92	28.85	11.00	17.31	12.50	13.51
Male	97	-	7.00	28.85	11.10	16.16	12.92	13.88
Non-union	74	-	7.00	28.85	11.00	17.31	12.50	13.60
Industry Data								
Construction	69	1	6.92	28.85	11.00	16.16	12.38	13.34
Public Admin.	27	-	10.34	17.70	13.05	15.61	15.18	14.97
Firm Size Data								
1 - 19	25	1	6.92	28.85	10.00	19.23	13.53	14.45
20 - 49	19	-	10.00	17.31	10.90	15.92	12.50	12.49
100 - 399	3	-	16.95	17.70	16.95	17.70	17.70	17.45
400 plus	19	-	14.56	15.61	15.18	15.61	15.18	15.33
Geographic Area Data								
Regina	15	-	10.00	16.16	11.13	15.61	15.61	14.52
Saskatoon	18	1	6.92	17.31	11.38	15.92	15.18	14.19
Major Urban	12	-	11.40	28.85	11.40	28.85	16.53	18.06
Minor Urban	42	-	7.00	17.31	10.90	14.70	12.13	12.48
Rural	10	-	10.34	14.79	11.00	14.00	12.30	12.47

Carpenter, Journeyman/woman - 8781-110

Constructs, erects, installs and repairs structures and fixtures of wood, plywood, and wallboard, using carpenter's hand and power tools, and conforming to local building codes.

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	30	-	9.00	16.70	11.25	15.50	12.00	12.75
Non-union	30	-	9.00	16.70	11.25	15.50	12.00	12.75
Industry Data								
Construction	28	-	9.00	16.70	11.25	15.50	12.00	12.76

Carpenter, Journeyman/woman (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	16	-	9.25	16.00	11.50	15.50	12.00	13.03
20 - 49	6	-	9.00	12.00	12.00	12.00	12.00	11.50
Geographic Area Data								
Saskatoon	13	-	9.92	16.70	11.99	13.26	12.00	12.69
Minor Urban	6	-	9.00	12.00	9.25	11.50	11.38	10.75

Carpenter, Non-journeyman/woman - 8781-110-1

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	18	-	8.00	14.00	8.16	11.50	10.00	9.89
Non-union	18	-	8.00	14.00	8.16	11.50	10.00	9.89
Industry Data								
Construction	16	-	8.16	14.00	8.16	11.50	10.00	10.06
Firm Size Data								
1 - 19	12	-	8.00	11.50	8.16	10.50	9.00	9.25

Carpenter, Maintenance, Journeyman/woman - 8781-114-0

Constructs and repairs wood structures and fixtures in an establishment; builds, repairs and installs structural items such as cabinets, stairs, doors etc., using carpenter's hand and power tools; installs window glass. May mix and pour concrete to repair floors.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	90	-	10.00	19.21	13.00	17.99	16.40	15.84
Union	71	-	11.09	19.21	14.65	17.99	16.42	16.39
Non-union	19	-	10.00	19.15	10.45	17.25	13.00	13.78
Industry Data								
Primary	5	-	17.10	19.21	17.17	19.21	17.17	17.61
Mfg. & Process.	9	-	13.37	19.17	14.17	17.99	17.99	16.95
Health & Educ.	56	-	10.27	19.13	12.33	17.23	16.25	15.73
Public Admin.	10	-	11.89	19.15	13.00	17.50	16.86	16.19
Firm Size Data								
1 - 19	3	-	10.27	17.25	10.27	17.25	14.00	13.84
20 - 49	4	-	10.85	14.50	10.85	14.50	12.11	12.39
50 - 99	13	-	11.09	17.99	12.26	17.99	16.40	15.78
100 - 399	14	-	10.00	19.15	10.45	17.65	14.65	14.90
400 plus	56	-	11.45	19.21	15.83	17.98	16.42	16.45

Carpenter, Maintenance, Journeyman/woman (continued)

(Hourly Rates)	**Geographic Area Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	23	-	11.45	19.17	14.63	18.07	16.42	16.54
Saskatoon	37	-	10.00	19.21	15.32	17.00	16.22	16.00
Major Urban	9	-	10.45	16.40	11.09	16.40	15.00	14.48
Minor Urban	4	-	12.26	18.11	12.26	18.11	15.19	15.19
Rural	11	-	10.85	17.65	11.89	17.42	17.10	15.18
Province-wide	6	-	14.11	17.50	14.25	17.50	16.00	15.89

Carpenter, Maintenance, Non-journeyman/woman - 8781-114-1

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	37	-	6.89	18.63	9.81	16.42	14.31	13.67
Union	29	-	11.46	18.63	13.00	16.42	14.60	14.68
Non-union	8	-	6.89	14.26	8.26	13.18	9.53	10.02
	Industry Data							
Health & Educ.	13	-	6.89	16.42	9.25	16.42	14.26	13.32
	Firm Size Data							
100 - 399	6	-	9.25	16.81	11.46	15.50	14.32	13.61
400 plus	26	-	8.26	18.63	13.00	16.42	14.60	14.46
	Geographic Area Data							
Saskatoon	12	-	11.46	18.63	11.51	16.81	16.14	15.38
Major Urban	11	-	9.25	16.10	14.26	14.60	14.60	14.17
Rural	4	-	6.89	13.18	6.89	13.18	9.16	9.60

Pipefitter, Maintenance, Journeyman/woman - 8791-010-0

Lays out, installs and maintains high pressure and low pressure systems of piping and fittings for conducting steam, water, oil and other liquids and gases, or finely divided solids, used in heating, cooling, lubricating and other industrial processing systems.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	46	-	9.00	17.42	12.50	17.17	16.22	15.07
Union	33	-	14.49	17.42	14.49	17.20	17.13	16.54
	Industry Data							
Primary	28	-	9.00	17.42	9.00	17.19	17.10	14.95
Trans., Comm. & Util.	7	-	14.49	15.20	14.49	15.20	14.49	14.79
	Firm Size Data							
50 - 99	4	-	17.20	17.42	17.20	17.42	17.25	17.28
100 - 399	15	-	15.20	17.19	15.20	17.17	17.17	16.77
400 plus	14	-	14.49	17.13	14.49	17.13	16.22	16.09

Pipefitter, Maintenance, Journeyman/woman (continued)

(Hourly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Saskatoon	9	-	15.20	17.19	16.22	17.13	16.22	16.52
Rural	13	-	17.10	17.42	17.10	17.30	17.17	17.19

Pipefitter, Maintenance, Non-journeyman/woman - 8791-010-1

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	-	13.24	15.42	13.24	15.42	13.71	14.03
Union	5	-	13.24	15.42	13.24	15.42	13.71	14.03

Plumber, Maintenance, Journeyman/woman - 8791-014-0

Assembles, installs and repairs pipes, fixtures and fittings used for water distribution and waste disposal in homes, schools, public and industrial buildings, according to local plumbing codes.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	33	-	9.84	20.13	16.83	19.21	17.13	17.28
Union	33	-	9.84	20.13	16.83	19.21	17.13	17.28
			Industry Data					
Primary	6	-	17.10	19.21	17.48	19.21	19.21	18.57
Health & Educ.	18	-	9.84	20.13	16.94	17.98	17.56	17.27
Public Admin.	5	-	13.24	16.86	15.34	16.86	16.86	15.83
			Firm Size Data					
400 plus	27	-	15.34	20.13	16.86	19.21	17.13	17.70
			Geographic Area Data					
Regina	7	-	15.34	17.98	16.83	17.98	17.98	17.44
Saskatoon	16	-	16.86	19.21	16.86	19.21	17.13	17.67
Major Urban	4	-	13.24	17.40	13.24	17.40	17.06	16.19
Rural	3	-	9.84	17.30	9.84	17.30	17.10	14.75

Plumber, Maintenance, Non-journeyman/woman - 8791-014-1

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	4	-	9.50	15.96	9.50	15.96	14.36	13.55
Union	3	-	13.71	15.96	13.71	15.96	15.01	14.89

Plumber, Journeyman/woman - 8791-114

Assembles, installs, and repairs pipes, fixtures, and fittings used for water distribution and waste disposal in homes, schools, public and industrial buildings, according to local plumbing codes.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	29	-	8.00	19.50	12.00	18.50	15.50	15.24
Non-union	12	-	8.00	19.50	11.50	19.10	13.25	14.08
			Industry Data					
Construction	29	-	8.00	19.50	12.00	18.50	15.50	15.24
			Firm Size Data					
1 - 19	15	-	8.00	19.50	12.00	19.50	14.00	15.00
			Geographic Area Data					
Minor Urban	7	-	8.00	15.00	11.50	14.00	12.00	12.29

Plumber, Non-journeyman/woman - 8791-114-1

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	18	-	5.00	15.80	7.50	13.41	10.50	10.50
Non-union	13	-	5.00	15.80	7.25	13.00	10.50	9.95
			Industry Data					
Construction	18	-	5.00	15.80	7.50	13.41	10.50	10.50
			Firm Size Data					
1 - 19	18	-	5.00	15.80	7.50	13.41	10.50	10.50
			Geographic Area Data					
Minor Urban	10	-	5.00	13.00	7.25	11.75	8.75	9.25

Labourer, General Construction - 8798-114

Performs a variety of tasks in support of equipment operators employed at a construction site. Cleans, lubricates and otherwise assists in the maintenance of equipment. Operates some of the less complex machinery such as rubber-tired tractors, small trucks, etc.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	155	1	5.25	14.19	6.00	10.35	8.00	8.13
Non-union	146	1	5.25	14.19	6.00	10.50	8.00	8.16
Male	155	-	5.25	14.19	6.00	10.50	8.00	8.14
Non-union	146	-	5.25	14.19	6.00	10.50	8.00	8.18

Labourer, General Construction (continued)

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Part-time)	15	1	6.00	9.50	7.00	8.50	8.00	7.94
Non-union	15	1	6.00	9.50	7.00	8.50	8.00	7.94
Male	15	-	6.00	9.50	7.00	9.00	8.00	7.93
				Industry Data				
Construction	135	1	5.25	14.19	6.50	10.50	7.51	8.14
Public Admin.	14	-	6.00	8.50	6.00	8.50	8.05	7.72
(Part-time)	12	-	6.00	9.50	8.00	9.00	8.00	8.17
				Firm Size Data				
1 - 19	64	1	5.25	14.19	6.00	10.75	7.90	8.28
(Part-time)	15	-	6.00	9.50	7.00	9.00	8.00	7.93
20 - 49	49	-	5.50	12.00	5.50	8.05	7.00	7.27
50 - 99	42	-	6.00	11.50	7.00	10.50	9.25	8.89
				Geographic Area Data				
Regina	19	-	5.25	10.35	6.00	8.50	7.00	7.21
Saskatoon	33	-	6.00	11.50	6.50	9.50	7.50	7.69
Major Urban	30	1	6.00	14.19	6.00	14.19	8.50	9.05
Rural	23	-	6.00	8.50	7.00	8.40	7.00	7.28
(Part-time)	12	1	6.00	8.50	6.50	8.50	8.00	7.69

Concrete Mixer Operator - 8799-178

Operates portable or stationary concrete batching and mixing plant in gravel pits, material supplier's yard or at construction projects, to weigh out and mix specified quantities of concrete aggregate, cement and water.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	10	-	11.00	17.25	11.50	14.45	13.03	13.12
Union	5	-	12.92	17.25	13.74	17.25	14.22	14.52
Non-union	5	-	11.00	13.13	11.50	13.13	11.50	11.73
				Industry Data				
Mfg. & Process.	9	-	11.50	17.25	11.50	14.45	13.13	13.36
				Firm Size Data				
1 - 19	7	-	11.00	14.45	11.50	13.74	11.50	12.40

Maintenance Man/Woman - 8799-194

Performs minor repairs and maintains physical structures of commercial and industrial establishments. May perform routine construction tasks such as shelving and partition installation, concrete and brick laying.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	373	6	5.00	18.49	9.74	14.92	11.78	12.04

Maintenance Man/Woman (continued)

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Union	275	3	8.06	16.88	10.67	14.40	11.88	12.24
Non-union	98	3	5.00	18.49	7.26	17.24	10.77	11.49
Male	373	-	5.50	18.49	9.80	15.03	11.78	12.08
Union	275	-	8.06	16.88	10.67	14.54	11.88	12.25
Non-union	98	-	5.50	18.49	7.26	17.24	11.14	11.61
Female	-	6	5.00	11.46	6.74	11.46	10.09	9.14
Union	-	3	9.68	11.46	9.68	11.46	11.46	10.87
Non-union	-	3	5.00	10.49	5.00	10.49	6.74	7.41
All Employees (Part-time)	53	4	4.80	15.62	5.75	11.51	9.19	8.75
Union	28	2	5.05	12.00	8.21	11.51	10.39	10.03
Non-union	25	2	4.80	15.62	5.75	10.75	5.75	7.33
Male	53	-	5.05	15.62	5.75	11.51	9.19	8.81
Union	28	-	5.05	12.00	8.21	11.51	10.25	9.97
Non-union	25	-	5.75	15.62	5.75	10.83	5.75	7.50
Female	-	4	4.80	10.83	4.80	10.83	8.23	8.02
Industry Data								
Primary	11	-	12.50	14.00	12.50	14.00	13.34	13.28
Mfg. & Process.	40	-	7.00	17.36	9.81	16.88	14.19	13.62
Wholesale	5	-	11.54	15.64	14.77	15.64	14.77	14.30
Retail	31	2	5.00	14.50	6.05	13.74	9.68	9.67
Health & Educ.	217	4	7.30	18.49	10.52	14.82	11.51	12.11
(Part-time)	31	2	8.58	12.00	9.06	11.51	10.53	10.35
Service	16	-	5.50	17.30	7.34	14.54	12.69	11.32
Public Admin.	40	-	10.07	13.18	10.40	13.18	12.61	12.20
Firm Size Data								
1 - 19	16	1	5.00	12.15	8.28	11.00	10.38	9.81
(Part-time)	4	2	4.80	11.51	5.63	10.65	8.08	8.13
20 - 49	80	1	5.50	16.88	8.00	13.52	11.51	11.19
(Part-time)	22	1	8.21	15.62	8.58	11.51	10.42	10.41
50 - 99	62	2	7.50	18.49	10.46	17.24	11.49	12.80
(Part-time)	10	1	5.05	12.00	8.82	11.66	10.71	9.94
100 - 399	95	1	5.50	16.25	10.03	14.71	11.51	11.89
400 plus	120	1	6.74	17.36	9.81	15.32	12.61	12.63
Geographic Area Data								
Regina	84	-	6.05	17.36	8.06	16.25	12.49	12.31
Saskatoon	82	-	5.50	17.30	11.07	15.32	12.90	13.17
Major Urban	77	-	5.50	18.49	10.07	16.50	11.78	12.25
(Part-time)	5	-	5.05	15.62	9.16	15.62	9.58	10.28
Minor Urban	32	1	9.08	13.94	9.90	13.34	11.51	11.61
Rural	83	4	5.00	13.46	10.25	11.88	11.40	11.05
(Part-time)	28	4	4.80	11.51	8.58	11.51	10.48	9.94
Province-wide	15	1	6.74	14.00	7.26	14.00	9.74	9.99

Transport Equipment Operating

Bus Driver, Urban - 9171-110-5

Operates gasoline, diesel or electric-powered bus to transport passengers over established or other routes.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	545	10	12.05	14.28	12.40	14.28	13.86	13.77
Union	545	10	12.05	14.28	12.40	14.28	13.86	13.77

Driver, Tank Truck - 9175-114-0

Operates gasoline and diesel-powered single unit or tractor trailer tank unit to transport bulk liquids. May wash truck and clean and sterilize tank. May fill and empty tank.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	39	-	11.89	14.34	13.68	14.18	13.85	13.83
Union	39	-	11.89	14.34	13.68	14.18	13.85	13.83
	Industry Data							
Mfg. & Process.	39	-	11.89	14.34	13.68	14.48	13.85	13.83
	Firm Size Data							
20 - 49	9	-	11.89	13.86	13.68	13.85	13.85	13.60
	Geographic Area Data							
Minor Urban	4	-	13.68	13.86	13.68	13.86	13.77	13.77

Truck Driver, Heavy - 9175-118-0

Operates heavy single-unit gasoline or diesel-powered truck, over 3 ton capacity, to transport goods and materials.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	376	4	5.34	20.00	7.75	16.89	13.19	12.66
Union	176	-	5.34	17.31	10.40	17.15	15.15	14.53
Non-union	200	4	6.00	20.00	7.60	14.43	10.40	11.04
Male	376	-	5.34	20.00	7.75	16.89	13.19	12.70
Non-union	200	-	6.00	20.00	7.60	14.43	10.42	11.09
Female	-	4	7.70	10.00	7.70	10.00	7.95	8.40
All Employees (Part-time)	20	-	7.00	15.00	7.50	13.77	9.00	10.40
Non-union	18	-	7.00	15.00	7.50	13.77	9.00	10.37

Truck Driver, Heavy (continued)

(Hourly Rates) **Industry Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Primary	119	2	6.16	17.31	7.60	17.31	16.89	14.16
Mfg. & Process.	73	1	7.60	16.75	7.75	16.75	13.56	13.22
Construction	36	1	7.10	12.25	8.00	11.60	9.60	9.62
Trans., Comm. & Util.	80	-	6.00	20.00	9.50	15.15	14.43	13.22
Retail	49	-	5.34	13.77	7.07	13.35	9.69	9.78
Firm Size Data								
1 - 19	67	1	6.00	16.00	8.00	15.15	10.00	11.00
20 - 49	100	-	5.34	20.00	9.22	17.31	13.30	12.93
50 - 99	83	3	6.16	17.31	7.60	17.15	10.05	11.07
100 - 399	64	-	5.56	16.75	8.60	16.75	13.33	13.18
400 plus	62	-	13.19	16.89	13.19	16.89	16.31	15.69
Geographic Area Data								
Regina	48	-	8.50	20.00	9.50	15.15	13.33	12.85
Saskatoon	78	-	9.22	16.89	12.27	16.89	16.02	14.90
Major Urban	23	-	5.56	15.82	7.10	11.30	9.69	9.71
Minor Urban	65	-	7.70	16.00	8.75	13.50	10.55	10.97
Rural	94	2	5.34	16.75	7.60	16.75	14.43	12.32
Province-wide	68	2	7.50	17.31	7.60	17.31	12.99	13.02

Truck Driver, Tractor-Trailer - 9175-122-0

Operates gasoline or diesel-powered tractor-trailer combinations to transport goods and materials. Prepares reports on condition of truck and trailer before and after long-distance trips.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	34	-	1500.00	3000.00	1733.00	2814.39	2309.10	2169.81
Non-union	22	-	1500.00	3000.00	1559.70	2946.10	1733.00	2034.52
Industry Data								
Trans., Comm. & Util.	32	-	1500.00	2946.10	1733.00	2656.69	2309.10	2117.92
Firm Size Data								
1 - 19	8	-	1500.00	2946.10	1559.70	2599.50	2599.50	2245.44
20 - 49	19	-	1733.00	3000.00	1733.00	2814.39	1733.00	2086.64

Truck Driver, Redi-Mix - 9175-126

Operates gasoline or diesel single unit truck or combination tractor and trailer equipped with an auxiliary concrete mixer.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	34	-	6.00	14.34	8.12	14.34	13.03	11.86
Union	18	-	13.03	14.34	13.03	14.34	13.74	13.82
Non-union	16	-	6.00	12.50	8.00	11.50	10.05	9.67

Truck Driver, Redi-Mix (continued)

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Mfg. & Process.	27	-	8.50	14.34	10.05	14.34	13.74	12.64
Construction	7	-	6.00	12.50	7.36	11.50	8.12	8.85
Firm Size Data								
1 - 19	33	-	7.36	14.34	8.50	14.34	13.03	12.04
Geographic Area Data								
Major Urban	11	-	6.00	13.03	7.36	13.03	10.30	10.40
Rural	6	-	8.50	11.50	8.50	11.50	10.20	10.07

Truck Driver, Light - 9175-138-0

Operates light trucks, 3 ton or under capacity, to transport goods and materials.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	138	1	4.60	16.70	7.00	13.79	11.70	11.11
Union	96	1	4.60	16.70	9.88	13.99	12.82	12.19
Non-union	42	-	4.80	13.55	6.00	11.25	9.00	8.61
Male	138	-	4.60	16.70	7.00	13.79	11.67	11.09
Union	96	-	4.60	16.70	9.88	13.79	12.82	12.17
All Employees (Part-time)	16	-	4.60	10.70	5.20	9.75	7.25	7.48
Union	9	-	4.60	10.46	5.20	9.00	5.76	6.99
Non-union	7	-	5.00	10.70	7.00	9.75	7.50	8.10
Industry Data								
Primary	14	1	6.00	16.70	11.55	13.99	13.99	12.95
Mfg. & Process.	34	-	7.50	15.26	9.50	13.79	13.39	12.72
Construction	6	-	9.40	12.40	9.40	11.25	10.68	10.63
Trans., Comm. & Util.	26	-	6.00	12.82	7.00	12.82	10.45	10.18
Wholesale	12	-	4.80	13.31	5.50	13.26	8.25	9.16
Retail	19	-	4.60	12.03	6.35	10.75	9.88	9.30
(Part-time)	10	-	4.60	10.46	5.00	9.00	5.51	6.79
Health & Educ.	15	-	9.97	11.99	10.24	11.95	10.98	10.81
Firm Size Data								
1 - 19	19	-	5.50	13.67	6.06	11.25	9.50	9.38
20 - 49	42	-	4.60	14.97	6.17	13.24	9.59	10.12
(Part-time)	6	-	4.60	10.70	7.00	9.75	8.38	8.13
50 - 99	12	-	6.35	13.44	8.54	12.40	10.61	10.46
100 - 399	42	-	9.88	16.70	10.46	13.79	13.39	12.85
400 plus	23	1	4.80	13.99	9.97	13.99	11.31	11.49
Geographic Area Data								
Regina	41	-	4.80	14.97	6.17	13.39	11.63	10.91
(Part-time)	7	-	5.00	10.70	5.25	10.46	8.71	7.73
Saskatoon	48	1	5.50	13.99	8.75	13.99	12.82	11.93
Major Urban	21	-	9.40	15.26	9.90	13.24	11.78	11.50
Minor Urban	9	-	9.03	13.67	9.50	13.67	9.88	10.96
Rural	13	-	4.60	16.70	6.06	13.12	7.50	8.71
Province-wide	6	-	6.00	12.43	7.13	12.43	10.28	9.76

Bus Dispatcher - **9179-110-0**

Co-ordinates activities of bus drivers to transit system to convey passengers according to schedule. May suspend operators for infractions of regulations.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	10	-	14.87	17.86	14.87	16.24	16.24	16.06

Truck Dispatcher - **9179-118-0**

Assigns drivers and motor vehicles for conveyance of freight. May establish services or delivery routes. May send orders and messages to vehicles on the road, using radio, telephone and other communications equipment.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	1	6.99	17.31	9.50	17.31	12.40	13.18
Non-union	10	1	6.99	17.31	9.50	17.31	13.85	13.33
Male	12	-	6.99	17.31	9.50	17.31	13.13	13.28
Non-union	10	-	6.99	17.31	9.50	17.31	14.93	13.47
	Industry Data							
Trans., Comm. & Util.	12	1	6.99	17.31	9.50	17.31	12.40	13.18
	Firm Size Data							
20 - 49	11	1	6.99	17.31	10.00	17.31	13.13	13.49
	Geographic Area Data							
Regina	4	1	6.99	12.26	10.00	12.26	10.39	10.33

Car Jockey - **9179-150**

Drives vehicles to be serviced in and out of garage as required. Picks up and delivers customers' vehicles. May clean and make minor adjustments to new or used cars to be placed on sales lot or show room or those sold to customers. May also act as parts pick-up driver.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	31	3	4.50	9.20	4.71	7.50	5.76	5.95
Non-union	31	3	4.50	9.20	4.71	7.50	5.76	5.95
Male	31	-	4.50	9.20	4.71	7.25	5.75	5.93
Female	-	3	4.85	7.50	4.85	7.50	6.25	6.20
All Employees (Part-time)	8	-	4.50	6.00	4.50	6.00	4.50	4.89
	Industry Data							
Retail	31	3	4.50	9.20	4.71	7.50	5.76	5.95
(Part-time)	8	-	4.50	6.00	4.50	6.00	4.50	4.89

Car Jockey (continued)

(Hourly Rates)

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	4	-	5.00	6.35	5.00	6.35	5.63	5.65
20 - 49	18	2	4.50	9.20	4.50	7.50	6.00	6.21
(Part-time)	6	-	4.50	6.00	4.50	6.00	4.58	5.03
50 - 99	9	1	4.71	7.25	4.76	5.77	5.51	5.54

Geographic Area Data

	Male	Female	Low	High	Low	High	Median	Mean
Saskatoon	9	1	4.71	7.25	4.76	5.77	5.51	5.51
Major Urban	12	2	4.50	9.00	4.50	7.50	6.38	6.28
Minor Urban	7	-	5.00	9.20	5.00	6.35	5.50	6.06

Truck Driver Helper - 9179-190-0

Helps truck drivers in transporting and handling materials, merchandise and equipment. Helps truck driver in cleaning and servicing vehicle.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	11	-	6.00	14.43	6.00	9.25	7.00	8.29
Non-union	11	-	6.00	14.43	6.00	9.25	7.00	8.29
All Employees (Part-time)	7	-	5.50	9.00	5.50	7.00	7.00	6.64

Industry Data

	Male	Female	Low	High	Low	High	Median	Mean
Trans., Comm. & Util.	10	-	6.00	9.25	6.00	9.25	7.00	7.68
(Part-time)	7	-	5.50	9.00	5.50	7.00	7.00	6.64

Firm Size Data

	Male	Female	Low	High	Low	High	Median	Mean
1 - 19 (Part-time)	7	-	5.50	9.00	5.50	7.00	7.00	6.64
20 - 49	8	-	7.00	14.43	7.00	9.25	8.13	8.77

Material Handling and Crafts

Crane Operator - 9311-001-0

Operates truck or tractor mounted crane or cantilever crane to move equipment and materials around the construction site.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	29	-	9.50	18.68	11.60	18.68	16.47	15.99
Non-union	5	-	9.50	11.60	10.00	11.60	11.00	10.74

Furniture Mover - 9313-122

Moves furniture, office supplies and equipment to and from homes, apartments, offices and storage establishments.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	17	-	6.00	17.00	7.00	13.27	8.55	9.34
Non-union	17	-	6.00	17.00	7.00	13.27	8.55	9.34
				Industry Data				
Trans., Comm. & Util.	17	-	6.00	17.00	7.00	13.27	8.55	9.34
				Firm Size Data				
1 - 19	7	-	7.50	17.00	8.00	13.27	10.00	11.08

Conveyor Operator - 9315-114-0

Controls conveyor or conveyor system to transfer materials from stockpiles to processing or shipping points, move materials or products between departments or on production lines, or load and unload vehicles. Sprays additives on materials passing on conveyor, or tends other equipment related to process such as crusher mixer, vibrator or pollution control devices.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	18	-	6.00	15.32	8.65	14.90	9.67	11.16
Union	9	-	8.24	15.32	11.28	15.32	14.90	13.58
Non-union	9	-	6.00	9.88	8.65	9.46	9.00	8.74
				Industry Data				
Mfg. & Process.	9	-	8.24	15.32	9.00	15.32	14.90	12.29
				Firm Size Data				
1 - 19	5	-	6.00	9.00	8.24	9.00	9.00	8.25

Industrial Truck Operator - **9315-126-0**

Operates powered industrial truck to push, pull, lift, stack, tier or move merchandise, equipment or bulk materials in warehouses, factories, storage yards, mills, shipping terminals or other locations.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	50	7	8.00	14.90	9.23	14.42	13.74	12.93
Union	41	5	10.27	14.90	13.17	14.90	13.74	13.82
Non-union	9	2	8.00	11.53	8.25	10.18	9.13	9.19
Male	50	-	8.00	14.90	9.23	14.90	13.74	13.03
Union	41	-	10.27	14.90	13.17	14.90	13.74	13.83
Non-union	9	-	8.00	11.53	8.65	10.18	9.23	9.40
Industry Data								
Mfg. & Process.	26	5	10.27	14.90	13.53	14.90	13.74	13.79
Firm Size Data								
20 - 49	8	2	8.00	12.80	8.25	12.80	8.89	9.81
100 - 399	16	-	13.17	14.90	13.17	14.90	13.97	14.00
Geographic Area Data								
Regina	7	-	9.23	13.78	9.23	13.53	12.80	11.65
Saskatoon	33	7	8.00	14.90	8.65	14.90	13.74	12.89

Wrapping Machine Operator - **9317-214-0**

Tends machine that fills, wraps, seals and labels boxes of bakery products such as pies, doughnuts, buns, pastry or bags of bread. May tend bread slicing machine. May weigh wrapped packages.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	3	4.75	15.32	9.90	15.32	15.32	13.55
Non-union	-	3	4.75	9.90	4.75	9.90	4.75	6.47
Female	-	3	4.75	9.90	4.75	9.90	4.75	6.47

Packager, Machine - **9317-218-0**

Tends machine that performs one or more packaging functions such as cleaning, bundling, filling, marking, labelling, sorting, typing, sealing, packing, weighing, wrapping or closing containers to pack any variety of products.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	40	12	6.00	13.54	6.25	13.53	9.50	10.67
Union	26	-	8.55	13.54	13.38	13.53	13.53	13.29
Male	40	-	8.55	13.54	9.50	13.53	13.46	11.97
Union	26	-	8.55	13.54	13.38	13.53	13.53	13.29

Packager, Machine (continued)

(Hourly Rates)	Industry Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	38	12	6.00	13.54	6.25	13.53	9.50	10.67
				Firm Size Data				
20 - 49	18	12	6.00	13.53	6.00	13.38	9.50	8.77

Bottle or Carton Filler - 9317-222-0

Tends machine that fills containers with products such as milk, cream and juices. May manually pack filled containers into cartons or boxes.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	10	2	11.41	13.77	13.20	13.66	13.54	13.36
Union	10	2	11.41	13.77	13.20	13.66	13.54	13.36
Male	10	-	11.41	13.77	13.37	13.66	13.54	13.36
				Industry Data				
Mfg. & Process.	10	2	11.41	13.77	13.20	13.66	13.54	13.36

Sack Filler, Flour/Feed - 9317-230-5

Tends machines that fill sacks with pre-weighted material such as feed and flour and sews tops of bags. May tally number of bags filled. May weigh filled sacks.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	40	-	6.00	15.71	13.37	15.58	15.15	14.20
Non-union	3	-	6.00	8.65	6.00	8.65	6.00	6.88
				Industry Data				
Primary	3	-	6.00	8.65	6.00	8.65	6.00	6.88

Garbage Collector - 9318-014-0

Collects and loads refuse on garbage trucks, using hoisting device at rear of truck.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	38	-	6.13	12.48	8.78	12.32	12.32	10.96
Union	35	-	6.13	12.48	8.78	12.32	12.32	11.05
Non-union	3	-	9.50	10.29	9.50	10.29	10.02	9.94
				Industry Data				
Public Admin.	38	-	6.13	12.48	8.78	12.32	12.32	10.96

Garbage Collector (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Firm Size Data				
1 - 19	8	-	7.05	10.29	7.84	10.02	9.26	8.91
20 - 49	4	-	6.13	9.38	6.13	9.38	9.08	8.42
				Geographic Area Data				
Rural	12	-	6.13	10.29	7.05	10.02	9.20	8.75

Warehouseman/woman - **9318-110-0**

Loads, unloads, conveys, stores and distributes materials within plant, warehouse or other establishments either manually or by mechanical handling equipment. May assist in routine maintenance of equipment.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
				Provincial Data				
All Employees (Full-time)	501	34	5.00	20.86	8.00	14.82	13.32	12.78
Union	390	12	7.02	17.10	12.21	15.09	13.98	13.53
Non-union	111	22	5.00	20.86	6.00	14.82	10.31	10.49
Male	501	-	5.00	20.86	8.95	15.02	13.37	12.96
Union	390	-	7.02	17.10	12.21	15.09	13.98	13.52
Non-union	111	-	5.00	20.86	6.36	14.82	11.25	11.00
Female	-	34	5.50	16.89	6.00	14.82	8.00	10.10
Union	-	12	9.65	16.89	12.71	16.89	14.13	14.04
Non-union	-	22	5.50	14.82	6.00	14.82	6.00	7.95
All Employees (Part-time)	33	10	4.80	12.66	4.80	11.00	9.36	8.70
Non-union	14	9	4.80	10.01	4.80	9.96	7.50	7.21
Male	33	-	5.75	11.00	7.00	11.00	9.96	9.44
Non-union	14	-	5.75	10.01	6.00	10.00	8.40	8.29
Female	-	10	4.80	12.66	4.80	7.50	4.80	6.25
Non-union	-	9	4.80	7.50	4.80	7.50	4.80	5.53
				Industry Data				
Primary	43	5	5.50	17.31	8.65	17.10	14.75	14.42
Mfg. & Process.	132	8	6.50	20.86	11.25	15.32	13.98	13.71
Trans., Comm. & Util.	51	-	6.75	14.27	7.75	12.54	10.31	10.13
(Part-time)	8	-	6.00	10.01	6.50	10.00	7.87	8.13
Wholesale	163	18	5.00	15.95	6.17	14.52	14.27	12.65
(Part-time)	16	8	4.80	11.00	4.80	11.00	9.36	8.74
Retail	106	3	5.70	13.67	11.65	12.81	12.68	12.32
(Part-time)	9	2	5.75	12.66	6.00	10.67	8.40	9.02
				Firm Size Data				
1 - 19	28	2	5.50	16.03	8.75	16.03	11.88	12.19
20 - 49	88	15	6.00	17.31	6.00	12.80	8.65	9.40
(Part-time)	10	2	5.75	10.01	6.00	10.00	7.50	7.77
50 - 99	42	-	8.08	17.31	9.38	14.14	14.14	12.85
100 - 399	272	7	5.70	20.86	12.64	14.75	14.27	13.67
400 plus	71	10	5.00	16.89	12.71	16.89	13.98	14.15
(Part-time)	6	6	4.80	9.96	4.80	9.96	6.60	6.86

Warehouseman/woman (continued)

(Hourly Rates) **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	183	3	5.00	15.95	7.88	14.14	12.68	11.95
(Part-time)	6	6	4.80	10.01	4.80	10.00	5.40	6.51
Saskatoon	243	28	6.00	16.89	8.00	15.32	14.27	13.36
(Part-time)	26	3	7.50	12.66	7.87	11.00	9.96	9.80
Major Urban	21	-	8.98	13.86	9.00	13.37	11.80	11.77
Minor Urban	27	-	7.50	13.92	8.65	13.92	11.87	11.52
Rural	19	1	9.00	20.86	12.00	20.86	14.75	15.58
Province-wide	8	2	5.50	17.31	6.55	17.31	12.54	12.14

Hand Packager - 9318-122-0

Packages materials and products by hand.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	14	14	4.75	14.80	6.00	14.30	12.91	11.69
Union	14	7	9.79	14.80	12.91	14.30	13.35	13.36
Non-union	-	7	4.75	8.50	5.60	8.50	6.00	6.66
Female	-	14	4.75	14.80	5.60	14.30	9.15	9.87
Non-union	-	7	4.75	8.50	5.60	8.50	6.00	6.66
All Employees (Part-time)	3	6	4.50	8.40	4.50	7.75	6.00	6.09
Non-union	3	4	4.50	8.40	4.50	7.75	6.50	6.38
Female	-	6	4.50	8.40	4.50	7.75	5.06	5.88
Industry Data								
Mfg. & Process.	14	14	4.75	14.80	6.00	14.30	12.91	11.69
Firm Size Data								
1 - 19	-	5	4.75	8.50	5.60	8.50	6.00	6.67
20 - 49								
(Part-time)	3	4	4.50	8.40	4.50	7.75	6.50	6.38

Foreman/woman, Printing and Publishing - 9510-199

Supervises and co-ordinates activities of workers engaged in all phases of a printing operation.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	42	15	10.00	28.66	10.56	22.00	11.57	14.75
Union	13	-	15.00	22.67	17.00	22.00	18.27	18.71
Non-union	29	15	10.00	28.66	10.56	22.06	10.56	13.58
Male	42	-	10.56	28.66	10.56	22.67	17.00	16.26
Non-union	29	-	10.56	28.66	10.56	22.90	12.50	15.17
Industry Data								
Mfg. & Process.	29	1	10.00	28.66	13.30	22.90	18.24	18.46

Foreman/woman, Printing and Publishing (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	6	1	10.00	18.46	11.54	15.86	13.30	13.73
20 - 49	25	14	10.56	22.90	10.56	18.27	10.56	12.92
Geographic Area Data								
Regina	21	-	15.40	28.66	17.00	24.29	18.27	19.90
Major Urban	4	-	15.00	22.90	15.00	22.90	17.94	18.45
Minor Urban	2	1	10.00	13.30	10.00	13.30	11.57	11.62

Typesetter, Journeyman/woman - 9511-118-0

Sets type by hand or machine and assembles type and cuts in galleys for printing articles, headings and related matter. May operate proof press.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	33	15	5.00	21.42	9.00	18.47	15.50	14.67
Union	10	5	13.97	16.48	15.50	16.21	15.50	15.56
Non-union	23	10	5.00	21.42	7.50	18.47	17.36	14.27
Male	33	-	7.79	21.42	13.97	18.47	17.36	16.39
Union	10	-	13.97	15.50	15.50	15.50	15.50	15.35
Female	-	15	5.00	16.48	7.35	16.21	9.32	10.89
Union	-	5	15.50	16.48	15.50	16.48	16.21	15.98
Non-union	-	10	5.00	10.75	6.15	9.77	9.16	8.35
All Employees (Part-time)	1	3	5.25	13.97	5.25	13.97	7.58	8.59
Non-union	1	2	5.25	8.75	5.25	8.75	6.40	6.80
Industry Data								
Mfg. & Process.	33	15	5.00	21.42	9.00	18.47	15.50	14.67
(Part-time)	1	3	5.25	13.97	5.25	13.97	7.58	8.59
Firm Size Data								
1 - 19	2	4	5.00	10.75	6.15	10.75	7.57	7.97
(Part-time)	1	2	5.25	8.75	5.25	8.75	6.40	6.80
20 - 49	9	8	7.50	15.50	9.32	15.50	15.50	12.86
Geographic Area Data								
Regina	29	6	5.00	21.42	15.50	18.47	17.36	16.68

Typesetter, Apprentice - 9511-118-1

Sets type by hand or machine and assembles type and cuts in galleys for printing articles, headings and related matter. May operate proof press.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	1	3	7.00	12.85	7.00	12.85	9.29	9.61

Typesetter, Apprentice (continued)

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Non-union	1	3	7.00	12.85	7.00	12.85	9.29	9.61
				Industry Data				
Mfg. & Process.	1	3	7.00	12.85	7.00	12.85	9.29	9.61

Pressman/woman, Journeyman/woman - 9512-119-0

Sets up and operates cylinder, platen web or offset presses. Performs routine maintenance of the machine.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	71	3	6.85	20.23	11.75	17.36	15.50	15.22
Union	42	3	9.84	20.23	14.26	16.53	15.50	15.13
Non-union	29	-	6.85	20.14	11.75	18.33	16.28	15.35
Male	71	-	6.85	20.23	12.00	17.36	15.50	15.43
Union	42	-	11.72	20.23	14.26	16.53	15.50	15.49
Non-union	29	-	6.85	20.14	11.75	18.33	16.28	15.35
All Employees (Part-time)	2	1	5.00	15.50	5.00	15.50	12.00	10.83
				Industry Data				
Mfg. & Process.	71	3	6.85	20.23	11.75	17.36	15.50	15.22
(Part-time)	2	1	5.00	15.50	5.00	15.50	12.00	10.83
				Firm Size Data				
1 - 19	17	3	6.85	15.50	9.84	15.50	14.26	12.77
(Part-time)	2	-	5.00	12.00	5.00	12.00	8.50	8.50
20 - 49	18	-	11.75	15.50	11.98	15.50	15.50	14.80
50 - 99	12	-	12.83	17.20	14.75	16.28	16.00	15.70
				Geographic Area Data				
Regina	48	3	9.84	20.23	14.75	18.33	15.50	16.02
Major Urban	5	-	11.75	15.41	11.83	15.41	11.98	12.99

Pressman/woman, Apprentice - 9512-199-1

Sets up and operates cylinder, platen web or offset presses. Performs routine maintenance of the machine.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	25	-	4.50	15.28	6.77	14.08	10.28	10.64
Non-union	23	-	5.00	15.28	6.77	14.08	10.28	10.76
				Industry Data				
Mfg. & Process.	25	-	4.50	15.28	6.77	14.08	10.28	10.64

Pressman/woman, Apprentice (continued)

(Hourly Rates) **Firm Size Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	4	-	6.50	13.95	6.50	13.95	8.54	9.38
20 - 49	5	-	5.00	13.00	6.77	13.00	8.50	8.57

Geographic Area Data

Regina	17	-	4.50	15.28	9.31	14.08	12.05	11.74
Major Urban	5	-	5.00	13.00	6.77	13.00	8.50	8.57

Bindery Worker, Journeyman/woman - 9517-146-0

Tends one or more machines and performs any combination of duties involved in binding printed matter.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	21	11	6.35	16.83	7.55	15.77	12.57	12.69
Union	16	8	6.35	16.83	7.55	15.50	12.57	12.74
Non-union	5	3	8.50	16.08	10.50	16.08	12.00	12.52
Male	21	-	10.50	16.83	12.57	16.08	15.01	14.11
Union	16	-	12.57	16.83	12.57	15.50	15.26	14.29
Non-union	5	-	10.50	16.08	12.00	16.08	13.00	13.53
Female	-	11	6.35	12.57	6.35	12.57	12.00	9.97
Union	-	8	6.35	12.57	6.35	12.57	9.83	9.64

Industry Data

Mfg. & Process.	21	11	6.35	16.83	7.55	15.77	12.57	12.69

Firm Size Data

1 - 19	2	7	6.35	15.50	6.35	12.57	8.50	9.72
20 - 49	6	-	12.57	15.50	13.00	15.50	15.50	14.60

Geographic Area Data

Regina	18	5	8.50	16.83	12.00	16.08	12.57	13.62

Boiler Operator - 9533-110-0

Controls one or more stationary or portable high-pressure boilers that supply steam for heat, power, or industrial processes. May condition boiler-feed water by adding specified chemicals. May clean boilers and tighten pipes and fittings using hand tools.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	52	2	7.75	19.13	9.30	16.78	11.62	12.80
Union	37	2	10.83	19.13	11.45	16.81	12.50	13.48
Non-union	15	-	7.75	16.78	7.92	16.18	10.92	11.02
Male	52	-	7.75	19.13	9.30	16.78	11.95	12.85
Union	37	-	10.83	19.13	11.51	16.81	13.44	13.59

Boiler Operator (continued)

(Hourly Rates) **Industry Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	5	-	13.47	16.81	14.98	16.81	15.39	15.28
Health & Educ.	36	2	9.84	19.13	11.16	16.42	12.23	13.22
Firm Size Data								
20 - 49	9	-	9.84	15.76	11.00	11.66	11.33	11.66
50 - 99	6	-	7.92	17.15	7.92	13.47	10.08	11.10
100 - 399	21	-	7.75	16.81	11.51	16.18	11.57	12.77
400 plus	14	2	10.83	19.13	11.45	17.14	14.04	14.55
Geographic Area Data								
Regina	5	2	7.75	13.47	9.30	11.45	10.92	10.52
Major Urban	4	-	9.84	16.78	9.84	16.78	14.00	13.65
Minor Urban	18	-	10.83	14.38	11.51	14.04	11.90	12.53
Rural	9	-	11.00	12.23	11.16	11.66	11.33	11.45

Stationary Engineer, 4th Class - 9533-122-5

Operates and maintains various types of stationary engines and mechanical equipment such as boilers, pumps, compressors, motors and generators, and refrigeration, and water or industrial waste treating equipment, to provide heat, power and other utility services for buildings or industrial processes. Holds a provincial government certificate as a fourth class stationary engineer.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	96	-	10.83	18.18	12.55	15.46	14.30	14.09
Union	89	-	10.83	18.18	12.75	15.46	14.30	14.13
Non-union	7	-	12.00	15.95	12.20	14.55	13.55	13.58
All Employees (Part-time)	7	-	10.83	14.31	13.41	14.31	14.01	13.51
Union	7	-	10.83	14.31	13.41	14.31	14.01	13.51
Industry Data								
Mfg. & Process.	15	-	12.55	15.95	13.71	14.95	14.42	14.21
Health & Educ.	67	-	10.83	18.18	13.18	16.39	14.30	14.11
(Part-time)	7	-	10.83	14.31	13.41	14.31	14.01	13.51
Firm Size Data								
20 - 49	9	-	10.83	15.95	11.46	14.43	11.51	12.75
50 - 99	14	-	12.20	14.48	12.40	14.30	13.36	13.43
100 - 399	37	-	11.46	14.95	13.41	14.55	14.30	13.99
400 plus	34	-	13.18	18.18	13.94	16.39	14.30	14.87
Geographic Area Data								
Regina	25	-	12.40	18.18	13.31	16.39	14.30	14.81
Saskatoon	17	-	12.00	15.73	13.18	14.95	14.48	14.18
Major Urban	26	-	12.20	15.95	13.41	14.31	14.30	14.05
Minor Urban	21	-	11.46	14.43	12.75	14.31	14.30	13.87
Rural	7	-	10.83	14.06	11.46	13.87	11.51	12.11

Stationary Engineer, 3rd Class - 9533-122-6

Operates and maintains various types of stationary engines and mechanical equipment such as boilers, pumps, compressors, motors and generators, and refrigeration, and water or industrial waste treating equipment, to provide heat, power and other utility services for buildings or industrial processes. Holds a provincial government certificate as a third class stationary engineer.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	74	-	10.75	19.40	14.58	18.05	16.39	16.30
Union	69	-	10.75	19.40	14.58	18.05	16.39	16.34
Non-union	5	-	14.86	18.38	15.25	18.38	15.29	15.85
Industry Data								
Primary	22	-	15.96	18.05	15.96	18.05	16.89	17.01
Mfg. & Process.	15	-	13.54	19.40	15.25	19.40	16.22	16.93
Health & Educ.	30	-	10.75	18.38	14.58	16.57	16.39	15.76
Firm Size Data								
50 - 99	14	-	11.88	19.40	13.54	19.40	16.88	16.84
100 - 399	17	-	10.75	18.38	14.96	17.56	16.13	16.14
400 plus	43	-	14.58	18.18	14.87	18.05	16.39	16.19
Geographic Area Data								
Regina	14	-	14.86	18.18	14.87	16.60	15.95	15.84
Saskatoon	30	-	14.58	19.40	14.58	19.40	16.89	17.03
Major Urban	8	-	10.75	18.38	14.30	16.45	16.14	15.45
Minor Urban	11	-	13.54	16.57	15.29	16.57	15.96	15.75
Rural	11	-	11.88	16.88	16.13	16.88	16.40	16.09

Stationary Engineer, 2nd Class - 9533-122-7

Operates and maintains various types of stationary engines and mechanical equipment such as boilers, pumps, compressors, motors and generators, and refrigeration, and water or industrial waste treating equipment, to provide heat, power and other utility services for buildings or industrial processes. Holds a provincial government certificate as a second class stationary engineer.

(Hourly Rates)	**Provincial Data**							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	49	-	7.35	19.79	15.32	19.21	17.17	16.88
Union	46	-	10.03	19.79	16.99	19.21	17.18	17.47
Industry Data								
Primary	26	-	16.99	19.79	16.99	19.79	17.17	17.84
Mfg. & Process.	4	-	15.32	17.27	15.32	17.27	16.50	16.40
Health & Educ.	16	-	10.03	18.29	17.19	18.18	18.17	17.13
Firm Size Data								
50 - 99	5	-	7.35	17.27	7.35	17.27	8.85	11.23
100 - 399	14	-	16.53	17.17	17.10	17.17	17.17	17.10
400 plus	28	-	16.46	19.79	16.99	19.79	18.18	18.24
Geographic Area Data								
Regina	11	-	7.35	18.18	7.35	18.18	17.27	13.83
Minor Urban	7	-	15.32	17.19	16.99	16.99	16.99	16.78
Rural	14	-	16.53	17.17	17.10	17.17	17.17	17.10

Stationary Engineer, 1st Class - 9533-122-8

Operates and maintains various types of stationary engines and mechanical equipment such as boilers, pumps, compressors, motors and generators, and refrigeration, and water or industrial waste treating equipment, to provide heat, power and other utility services for buildings or industrial processes.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	18	-	10.49	28.36	11.11	20.77	11.89	14.99
Union	13	-	10.49	20.07	10.75	13.46	11.51	12.32
Non-union	5	-	13.54	28.36	18.61	28.36	20.77	21.93
Industry Data								
Primary	4	-	18.61	28.36	18.61	28.36	24.57	24.03
Health & Educ.	13	-	10.49	20.07	10.75	13.54	11.51	12.33
Firm Size Data								
20 - 49	7	-	10.49	13.38	10.75	12.23	11.46	11.57
50 - 99	5	-	11.51	13.54	11.51	13.54	11.51	12.31
100 - 399	3	-	11.11	20.77	11.11	20.77	18.61	16.83
Geographic Area Data								
Saskatoon	4	-	20.07	28.36	20.07	28.36	24.57	24.39
Rural	9	-	10.75	18.61	11.16	13.46	11.51	12.48

Water Purification Plant Operator - 9535-110-0

Controls pumping, filtering, and chemical-treating equipment that processes and renders water available for domestic and industrial use. May operate special equipment to remove mineral compounds from hard water.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	43	-	7.59	17.63	10.26	17.46	12.60	13.47
Union	36	-	7.59	17.46	10.68	16.72	13.25	13.74
Non-union	7	-	8.74	17.63	10.20	12.69	11.69	12.06
Industry Data								
Public Admin.	43	-	7.59	17.63	10.26	17.46	12.60	13.47
Firm Size Data								
1 - 19	6	-	8.74	12.69	10.20	11.69	10.86	10.84
20 - 49	9	-	7.59	17.63	9.08	13.01	11.67	11.65
100 - 399	7	-	10.26	15.51	10.26	12.59	12.59	12.34
Geographic Area Data								
Minor Urban	17	-	7.59	17.63	10.26	13.01	12.19	12.25
Rural	9	-	8.74	12.69	9.08	12.60	10.87	10.85

Sewage Plant Operator - 9535-114-0

Operates treating, sludge processings, and disposal equipment in sewage treatment plant. Monitors control panel, and adjusts valves and gates that regulate flow of sewage. Takes samples and performs routine laboratory tests on sewage at various stages of processing.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	20	-	10.02	17.46	12.59	17.46	14.56	14.26
Union	18	-	12.59	17.46	13.24	17.46	14.56	14.61
				Industry Data				
Public Admin.	20	-	10.02	17.46	12.59	17.46	14.56	14.26

Sterilizer - 9599-126

Tends autoclave, or other sterilizing equipment to sterilize drug and surgical supplies, containers and instruments.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	6	134	9.19	11.51	9.96	10.53	10.53	10.44
Union	6	134	9.19	11.51	9.96	10.53	10.53	10.44
Male	6	-	9.19	11.01	9.96	10.53	10.53	10.29
Female	-	134	9.19	11.51	9.96	10.53	10.53	10.45
All Employees (Part-time)	2	32	9.19	11.16	9.19	10.53	9.96	9.92
Female	-	32	9.19	11.16	9.19	10.53	10.04	9.95
				Industry Data				
Health & Educ.	6	134	9.19	11.51	9.96	10.53	10.53	10.44
(Part-time)	2	32	9.19	11.16	9.19	10.53	9.96	9.92
				Firm Size Data				
100 - 399	-	4	9.96	10.53	9.96	10.53	10.39	10.32
(Part-time)	-	4	9.96	11.16	9.96	11.16	10.39	10.48
400 plus	6	130	9.19	11.51	9.96	10.53	10.53	10.45
(Part-time)	2	27	9.19	10.53	9.19	10.53	9.71	9.82
				Geographic Area Data				
Saskatoon	2	85	9.19	11.51	9.96	11.51	10.53	10.47
(Part-time)	2	17	9.19	10.53	9.19	10.11	9.19	9.49
Major Urban	-	20	10.00	10.53	10.53	10.53	10.29	10.37

Working Conditions and Employee Benefits

Work Week Arrangements

Table 1A - Provincial Composite, Office, Non-office and Special Employees

Arrangement	Total	Office		Non-office		Special	
Days per Week	Employees	Firms	Employees	Firms	Employees	Firms	Employees
All Arrangements	**91,426**	**1,002**	**33,311**	**943**	**48,208**	**255**	**9,907**
5 days	53,202	864	20,146	774	29,884	149	3,172
4 days	816	8	81	17	734	1	1
6 days	179	2	3	6	176	-	-
4 1/2 days	740	10	77	11	579	2	84
5 1/2 days	68	1	1	4	47	1	20
5/4 days	9,495	19	9,024	9	395	7	76
5/5/4 days	17,812	40	3,433	54	13,775	24	604
Other	6,936	8	404	20	2,149	40	4,383
No Standard	2,178	50	142	48	469	31	1,567

Table 1B - by Industry

Arrangement Days per Week	Primary	Mfg. & Process.	Construction	Transportation, Comm. & Util.	Wholesale
			Number of Employees		
All Arrangements	**4,189**	**8,029**	**1,187**	**7,376**	**2,195**
5 days	3,200	7,023	1,056	4,390	2,183
4 days	367	407	13	-	-
6 days	-	-	27	6	-
4 1/2 days	-	108	-	-	3
5 1/2 days	-	8	-	20	-
5/4 days	-	16	-	1,545	-
5/5/4 days	61	342	51	1,277	-
Other	441	60	19	2	-
No Standard	120	65	21	136	9

Table 1B - by Industry (continued)

Arrangement Days per Week	Retail	Finance, Ins.& R.E.	Health & Education	Service	Public Admin.
			Number of Employees		
All Arrangements	**7,912**	**4,257**	**27,275**	**5,175**	**23,831**
5 days	6,555	3,028	14,148	4,310	7,309
4 days	6	-	11	12	-
6 days	10	-	-	136	-
4 1/2 days	554	-	74	-	1
5 1/2 days	31	-	8	1	-
5/4 days	228	870	299	253	6,284
5/5/4 days	499	313	6,542	274	8,453
Other	9	-	5,314	88	1,003
No Standard	20	46	879	101	781

Table 1C - by Firm Size

Arrangement Days per Week	1 - 19	20 - 49	50 - 99	100 - 399	400+
			Number of Employees		
All Arrangements	**5,187**	**9,257**	**7,944**	**17,422**	**51,616**
5 days	4,484	7,903	6,528	11,659	22,627
4 days	92	70	8	496	150
6 days	34	63	82	-	-
4 1/2 days	46	32	88	108	466
5 1/2 days	16	52	-	-	-
5/4 days	63	145	62	643	8,582
5/5/4 days	84	462	619	1,269	13,378
Other	55	248	323	1,235	5,075
No Standard	313	282	234	11	1,338

Actual Hours Worked Per Week

Table 2A - Provincial Composite, Office, Non-office and Special Employees

Arrangement Hours per Week	Total Employees	Office Firms	Office Employees	Non-office Firms	Non-office Employees	Special Firms	Special Employees
Under 35	2,313	35	2,047	13	223	5	43
35	3,333	91	1,797	42	1,020	6	516
Over 35, under 37.5	28,318	79	12,284	61	13,422	39	2,612
37.5	14,985	218	10,234	103	3,459	45	1,292
Over 37.5, under 40	1,530	10	352	18	1,104	6	74
40	37,349	511	6,422	636	27,140	122	3,787
Over 40	1,420	8	33	22	1,371	1	16

Table 2B - by Industry

Arrangement Hours per Week	Primary	Mfg. & Process.	Construction	Transportation, Comm. & Util.	Wholesale
		Number of Employees			
All Arrangements	**4,189**	**8,029**	**1,187**	**7,376**	**2,195**
Under 35	-	37	1	1,548	3
35	9	638	26	-	39
Over 35, under 37.5	61	554	-	1,204	140
37.5	103	1,126	79	192	99
Over 37.5, under 40	472	71	-	73	48
40	3,370	5,428	954	4,179	1,846
Over 40	54	110	106	44	11

Table 2B - by Industry (continued)

Arrangement Hours per Week	Retail	Finance, Ins.& R.E.	Health & Education	Service	Public Admin.
		Number of Employees			
All Arrangements	**7,912**	**4,257**	**27,275**	**5,175**	**23,831**
Under 35	235	129	178	182	-
35	661	250	723	876	111
Over 35, under 37.5	973	1,515	10,053	234	13,584
37.5	2,252	1,883	3,541	703	5,007
Over 37.5, under 40	134	54	157	292	229
40	3,626	380	11,741	2,685	3,140
Over 40	11	-	3	102	979

Table 2C - by Firm Size

Arrangement Hours per Week	1 - 19	20 - 49	50 - 99	100 - 399	400+
		Number of Employees			
All Arrangements	**5,187**	**9,257**	**7,944**	**17,422**	**51,616**
Under 35	129	200	35	476	1,473
35	443	352	301	162	2,075
Over 35, under 37.5	267	708	506	4,288	22,549
37.5	772	1,345	1,800	3,919	7,149
Over 37.5, under 40	34	247	324	255	670
40	3,110	6,017	4,503	8,134	15,585
Over 40	119	106	241	177	777

Paid Holidays

Table 3A - Provincial Composite, Office, Non-office and Special Employees

Total Days per Year	Total Employees	Office Firms	Office Employees	Non-office Firms	Non-office Employees	Special Firms	Special Employees
9	7,250	263	1,393	305	5,469	40	388
10 - 14	74,974	681	29,060	618	38,138	205	7,776
More than 14	392	14	79	19	298	2	15

Table 3B - by Industry

Industry	9	10 - 14	More than 14
		Number of Employees	
Primary	250	3,842	-
Manufacturing & Processing	895	6,805	127
Construction	554	557	49
Transportation, Communication & Utilities	443	6,841	10
Wholesale	448	1,675	51
Retail	1,504	5,700	10
Finance, Insurance & Real Estate	175	3,798	-
Health & Education	379	21,517	209
Service	2,451	1,923	37
Public Administration	151	22,215	-

Table 3C - by Firm Size

Total Days per Year	1 - 19	20 - 49	50 - 99	100 - 399	400+
		Number of Employees			
9	1,800	2,245	1,300	1,291	614
10 - 14	2,992	6,260	5,886	13,644	46,089
More than 14	122	181	106	86	-

Paid Holidays - Non-statutory

Table 4A - Provincial Composite, Office, Non-office and Special Employees

	Total	Office		Non-office		Special	
	Employees	Firms	Employees	Firms	Employees	Firms	Employees
Heritage Day	3,866	43	1,051	44	2,755	7	60
Easter Monday	32,074	212	12,553	183	13,938	108	5,583
Christmas Eve	3,351	43	490	36	2,849	3	12
Boxing Day	73,465	692	28,606	590	37,123	199	7,736
Floating Holiday(s)	1,578	30	526	27	1,019	2	33
Other	23,674	92	12,149	68	11,295	20	230

Table 4B - by Industry

Industry	Heritage Day	Easter Monday	Christmas Eve	Boxing Day	Floating Holiday(s)	Other
			Number of Employees			
Primary	1,338	82	-	3,484	-	1,590
Mfg. & Process.	1,184	388	669	6,264	1,172	1,860
Construction	36	12	5	468	8	-
Trans., Comm. & Util.	-	2,925	2,039	6,810	-	120
Wholesale	-	6	97	1,688	102	59
Retail	32	38	5	5,700	-	799
Finance, Ins. & R.E.	288	268	-	3,763	16	127
Health & Educ.	654	16,471	478	21,220	231	3,266
Service	34	438	58	1,873	49	375
Public Administration	300	11,446	-	22,195	-	15,478

Table 4C - by Firm Size

	1 - 19	20 - 49	50 - 99	100 - 399	400+
		Number of Employees			
Heritage Day	146	372	638	1,315	1,395
Easter Monday	439	2,239	1,874	4,428	23,094
Christmas Eve	192	230	331	559	2,039
Boxing Day	2,761	6,224	5,719	13,123	45,638
Floating Holiday(s)	155	152	230	123	918
Other	268	699	1,073	3,595	18,039

Vacation Entitlement

Table 5A - Provincial Composite, Office, Non-office and Special Employees

Weeks of Vacation	Years of Service	Total Employees	Office Firms	Office Employees	Non-office Firms	Non-office Employees	Special Firms	Special Employees
3	1	82,479	991	30,444	939	43,863	245	8,172
4	1	86	6	86	-	-	-	-
	2-4	4,855	40	840	21	408	80	3,607
	5	5,967	75	2,089	74	3,705	16	173
	6-9	23,145	148	7,631	159	12,964	43	2,550
	10	48,484	720	19,857	680	26,798	106	1,829
	more than 10	5	2	5	-	-	-	-
5	less than 10	619	10	512	6	84	2	23
	10	795	31	326	17	458	1	11
	11-14	4,420	25	2,145	20	2,147	4	128
	15	3,034	60	1,679	42	913	11	442
	16-19	21,973	118	5,523	141	14,089	42	2,361
	20	34,802	145	14,980	136	15,301	103	4,521
	more than 20	1,279	36	451	27	786	5	41
6	less than 20	2,759	26	1,152	21	1,483	4	124
	20	707	18	249	13	223	5	235
	21-24	4,306	11	1,740	8	1,133	3	1,433
	25	6,392	27	2,640	24	3,405	7	347
	26-29	8,412	25	2,007	31	6,076	12	329
	30	27,534	105	9,416	124	13,982	95	4,136
	more than 30	100	2	16	2	84	-	-
7	less than 25	1,419	12	225	10	1,074	3	120
	25 or more	327	10	193	7	130	1	4
8	less than 30	92	5	59	3	33	-	-
	30 or more	81	4	47	2	30	1	4

Table 5B - by Industry

Weeks of Vacation	Years of Service	Primary	Mfg. & Process.	Construction	Transportation, Comm. & Util.	Wholesale
				Number of Employees		
Total Employees		**4,189**	**8,029**	**1,187**	**7,376**	**2,195**
3	1	4,092	7,822	1,159	5,211	2,100
	more than 1 year*	-	-	-	2,082	74
4	1	76	-	-	-	-
	2-4	-	-	-	-	13
	5	66	1,413	5	29	97
	6-9	554	944	25	280	350
	10	3,387	5,462	1,129	6,939	1,704
	more than 10	-	3	2	-	-
5	less than 10	76	-	-	-	-
	10	66	212	-	11	-
	11-14	-	1,371	-	18	323
	15	110	320	25	45	57
	16-19	-	1,303	-	2,296	-
	20	1,563	2,593	63	4,364	393
	more than 20	105	432	24	-	56
6	less than 20	76	395	-	-	-
	20	-	53	8	22	263
	21-24	-	179	-	242	35
	25	70	2,273	-	80	-
	26-29	66	617	-	3,611	-
	30	-	794	-	2,698	26
	more than 30	100	-	-	-	-
7	less than 25	-	167	-	-	263
	25+	76	207	-	-	35
8	less than 30	-	2	-	-	-
	30+	-	41	-	-	25

*Includes federally regulated firms.

Table 5B - by Industry (continued)

Weeks of Vacation	Years of Service	Retail	Finance, Ins.& R.E.	Health & Education	Service	Public Admin.
		Number of Employees				
Total Employees		**7,912**	**4,257**	**27,275**	**5,175**	**23,831**
3	1	7,215	3,960	21,805	4,411	22,366
	more than 1 year*	-	22	160	-	-
4	1	-	-	86	-	-
	2-4	-	-	4,587	179	-
	5	90	67	3,941	245	14
	6-9	2,136	1,812	11,004	324	5,706
	10	4,988	2,092	2,480	3,657	16,646
	more than 10	-	-	-	-	-
5	less than 10	-	-	509	34	-
	10	19	45	240	188	14
	11-14	1,233	1,284	45	121	25
	15	426	742	618	122	569
	16-19	903	173	12,062	104	5,132
	20	2,377	155	6,949	428	15,917
	more than 20	-	124	163	14	361
6	less than 20	1,219	169	534	66	37
	20	299	106	110	54	55
	21-24	-	838	-	-	3,012
	25	404	343	1,139	26	2,057
	26-29	-	-	3,738	-	380
	30	1,240	-	12,853	128	9,795
	more than 30	-	-	-	-	-
7	less than 25	941	30	-	6	12
	25+	9	-	-	-	-
8	less than 30	19	62	-	9	-
	30+	9	-	-	6	-

*Includes federally regulated companies.

Table 5C - by Firm Size

Weeks of Vacation	Years of Service	1 - 19	20 - 49	50 - 99	100 - 399	400+
		Number of Employees				
Total Employees		**5,187**	**9,257**	**7,944**	**17,422**	**51,616**
3	1	4,914	8,516	7,252	14,795	44,664
	more than 1 year*	3	111	25	160	2,039
4	1	-	5	15	66	-
	2-4	89	612	416	573	3,175
	5	301	832	492	1,393	2,949
	6-9	284	1,688	2,265	5,545	13,363
	10	4,201	5,527	4,096	7,444	27,216
	more than 10	5	-	-	-	-
5	less than 10	15	74	48	117	365
	10	122	150	388	135	-
	11-14	58	139	337	1,664	2,222
	15	245	487	399	1,347	556
	16-19	101	1,480	1,745	4,278	14,369
	20	427	1,757	1,987	4,014	26,617
	more than 20	212	321	300	446	-
6	less than 20	128	98	142	1,560	831
	20	51	131	209	316	-
	21-24	34	83	187	226	3,776
	25	41	202	446	926	4,777
	26-29	43	313	346	1,155	6,555
	30	117	1,658	1,252	3,905	20,602
	more than 30	-	23	77	-	-
7	less than 25	84	-	82	787	466
	25+	41	78	132	76	-
8	less than 30	48	44	-	-	-
	30+	15	41	25	-	-

*Includes federally regulated companies.

Employee Benefits

Table 6A - Provincial Composite

Benefit	Firms	Employees
Full-time Employees		
Life Insurance	744	63,585
Accidental Death and Disability	722	54,016
Long-term Disability	698	57,811
Sickness and Accident Weekly Indemnity	579	44,143
Pension	570	59,868
Dental	591	55,898
Optical	192	20,021
Other	116	12,284
Part-time Employees		
Life Insurance	286	8,878
Accidental Death and Disability	262	7,221
Long-term Disability	251	6,830
Sickness and Accident Weekly Indemnity	191	5,346
Pension	234	6,914
Dental	245	8,236
Optical	38	145
Other	39	724

Table 6B - by Industry

Benefit	Primary	Mfg. & Process.	Construction	Transportation, Comm. & Util.	Wholesale
			Number of Employees		
Full-time Employees					
Life Insurance	3,576	7,154	640	6,952	1,672
Accidental Death and Disability	3,576	7,103	637	6,860	1,559
Long-term Disability	3,576	6,677	679	5,420	1,421
Sickness and Accident Weekly Indemnity	3,538	6,604	528	6,923	1,548
Pension	3,400	6,151	345	6,734	1,316
Dental	3,449	6,375	491	6,648	1,490
Optical	2,016	4,348	388	5,020	328
Other	1,091	2,925	121	2,191	286
Part-time Employees					
Life Insurance	4	16	4	2	241
Accidental Death and Disability	4	15	4	2	228
Long-term Disability	4	9	3	2	228
Sickness and Accident Weekly Indemnity	4	8	2	2	240
Pension	3	3	2	2	308
Dental	4	13	3	2	308
Optical	3	2	2	2	-
Other	2	3	-	2	-

Table 6B - by Industry (continued)

Benefit	Retail	Finance, Ins.& R.E.	Health & Education	Service	Public Admin.
			Number of Employees		
Full-time Employees					
Life Insurance	4,112	3,530	15,334	2,249	18,366
Accidental Death and Disability	3,785	3,345	15,094	1,924	10,133
Long-term Disability	3,789	3,527	15,062	1,989	15,671
Sickness and Accident Weekly Indemnity	2,800	2,571	6,788	1,323	11,520
Pension	3,269	3,358	15,545	1,178	18,572
Dental	3,386	3,461	14,391	1,513	14,694
Optical	505	772	274	356	6,014
Other	765	1,869	2,189	467	380
Part-time Employees					
Life Insurance	1,226	249	5,591	338	1,207
Accidental Death and Disability	914	247	5,591	107	109
Long-term Disability	600	248	5,545	113	78
Sickness and Accident Weekly Indemnity	482	114	3,255	58	1,181
Pension	1,093	179	5,233	26	65
Dental	1,038	247	5,358	122	1,141
Optical	39	47	37	12	1
Other	223	166	275	52	1

Table 6C - by Firm Size

Benefit	1 - 19	20 - 49	50 - 99	100 - 399	400+
			Number of Employees		
Full-time Employees					
Life Insurance	2,555	5,842	4,931	11,345	38,912
Accidental Death and Disability	2,582	5,326	4,675	10,796	30,637
Long-term Disability	2,459	5,121	4,734	10,178	35,319
Sickness and Accident Weekly Indemnity	2,202	4,485	4,028	8,022	25,406
Pension	1,584	4,405	4,380	10,708	38,791
Dental	1,867	4,535	4,419	9,332	35,745
Optical	916	1,419	1,883	2,847	12,956
Other	527	809	767	1,910	8,271
Part-time Employees					
Life Insurance	141	1,213	1,048	2,204	4,272
Accidental Death and Disability	133	1,186	1,010	1,748	3,144
Long-term Disability	108	1,152	974	1,876	2,720
Sickness and Accident Weekly Indemnity	89	799	861	1,293	2,304
Pension	118	1,165	951	1,847	2,833
Dental	94	1,190	920	1,839	4,193
Optical	9	51	48	35	2
Other	12	66	191	247	208

Collective Bargaining Agreements

Table 7A - Provincial Composite

	Total		Office		Non-office		Special	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
With Agreement	163	14,266	320	32,733	119	5,838	336	52,837
Without Agreement	978	19,045	773	15,475	155	4,069	1,078	38,589
Total	1,002	33,311	943	48,208	255	9,907	1,095	91,426

Table 7B - by Industry

	Total	With Agreement		Without Agreement	
Industry	Employees	Firms	Employees	Firms	Employees
Primary	4,189	14	2,254	41	1,935
Manufacturing & Processing	8,029	66	4,366	161	3,663
Construction	1,187	10	110	75	1,077
Transportation, Communication & Utilities	7,376	20	5,054	47	2,322
Wholesale	2,195	8	337	73	1,858
Retail	7,912	21	2,203	165	5,709
Finance, Insurance & Real Estate	4,257	3	277	57	3,980
Health & Education	27,275	148	18,625	254	8,650
Service	5,175	14	514	147	4,661
Public Administration	23,831	32	19,097	58	4,734

Table 7C - by Firm Size

	1 - 19	20 - 49	50 - 99	100 - 399	400+
			Number of Employees		
Total	5,187	9,257	7,944	17,422	51,616
With Agreement	445	3,130	3,505	9,853	35,904
Without Agreement	4,742	6,127	4,439	7,569	15,712

Appendices

Appendix I - Definitions and Methodology

This report contains two separate surveys. The "salaries and wages" section provides current wage rates for selected occupations and the "working conditions" section provides information on hours of work, collective agreements, holidays and holiday pay, annual vacation leave and pension plans. Information for both surveys was collected from the same employers in a single mailing.

Information for the "salaries and wages" section of the survey was obtained by asking employers to match their employees to job descriptions provided in the questionnaire. The job descriptions used were derived from the *Canadian Classification and Dictionary of Occupations* (CCDO). Some modifications were made in order to reflect labour practices in Saskatchewan; therefore, the seven-digit code following each job description is only an approximate reference to the CCDO code. The number of employees, their wage rates, pay type, sex and union/non-union status were given for each published job description.

Information for the "working conditions" section of the survey covers all employees (including part-time), and is not limited to those occupations which could not be matched to our definitions. The number of employees for which information was published represents one-quarter of the employed non-agricultural labour force.

Confidentiality

Except where special permission has been obtained, no information is published which can identify wages or working conditions within a single firm or a single group of employees. The following criteria are applied to each job description to determine whether or not the results are to be included in this report:

(i) at least three firms are represented;
(ii) no one firm represents more than 75 per cent of the employees listed;
(iii) no two firms represent more than 90 per cent of the employees listed.

This ensures that confidential wage information is not released and that the statistical values given are reasonably representative.

Reference Period

Participating firms were asked to report wage rates as of the last normal pay period preceding October 1, 1988. The wage rates reported include cost of living allowances but exclude overtime, shift differentials, retroactive pay, tips and other bonus payments.

In some cases, contract negotiations were taking place on the reference date. Respondents were asked to report wages and salaries as of October 1988 and not to include retroactive adjustments.

Earning and Pay Types

"Salaries and wages" information was collected for several different types of pay. In each case, the earnings were converted to either monthly or hourly rates for comparison with other occupations and pay types.

Time Rates: wage rates per unit of time, i.e., the dollar/cents amount per hour, day, week or month.

Commission Earnings: earnings are based on quantity of goods or services sold. Included are employees on a base rate plus commission.

Mileage Earnings: earnings are based upon miles travelled by a vehicle operator and are reported on a cents per mile basis.

Flat Rate Earnings: a set charge-unit rate, or a portion of it, is paid to the employee performing the individual task, regardless of the time involved in completing the task. This is used primarily for mechanics.

Part-time Employees

Respondents were given the option of reporting their employees as full-time or part-time. A part-time employee was defined as one who works "substantially fewer hours than the normal work week". The evaluation was left entirely to the individual respondent. In all cases, part-time wages are reported on an hourly basis.

Classification by Industry, Firm Size and Geographic Location

When confidentiality can be maintained, both "salaries and wages" and "working conditions" information are broken down by industry, firm size and geographic division. The five firm size divisions range from "less than 20" to "more than 400" employees. The number of employees include part-time staff and those on leave with pay during the reference period. Separate information is collected for the cities of Regina and Saskatoon. "Major Urban" includes Moose Jaw, North Battleford, Prince Albert, Swift Current and Yorkton. "Minor Urban" includes Esterhazy, Estevan, Humboldt, Kindersley, Lloydminster, Meadow Lake, Melfort, Melville, Nipawin, Tisdale, and Weyburn. The sixth geographic category, "Province-wide" is used for firms which have no specific location and/or province-wide operations.

Wage Rates within Occupation Data

For each occupation there are two ranges and two measures of central tendency for each individual breakdown. The 100% Range gives the lowest and highest wage reported for a particular occupation. The 80% Range gives the lowest and highest wage reported after disregarding 10% of the total number of employees at the lowest wage level and at the highest wage level, i.e., 80% Range represents the middle four-fifths of the employees. The Median is the wage rate such that exactly half of the employees are above and below it. The Mean, commonly referred to as the average, is the total of all wages reported divided by the number of employees in the occupation.

Example:

Assume that the monthly wages have been reported as follows:

100% Range		80% Range	
Number of Employees	Wage	Number of Employees	Wage
1	$1520.00		
3	1521.30	1	$1521.30
1	1550.00	1	1550.00
4	1551.30	4	1551.30
9	1559.33	9	1559.33
5	1565.00	5	1565.00
1	1575.12	1	1575.12
5	1581.79	2	1581.79
29		23	

The 100% Range would be $1520.00 - $1581.79.
The 80% Range would be $1521.30 - $1581.79 (disregarding 10% of 29, or 3 employees, at each of the top and bottom wage levels).
The Median or middle value is $1559.33.
The Mean or average value is $1558.00 ($45,182 total divided by 29 employees).

Number of Employees

Since the sample of establishments is designed to measure wages and salaries, care must be taken in drawing any conclusions about the number of employees surveyed. The data are included only as a guide to the reliability of the salary information. It could be used, for example, to show that retail sales clerks are predominantly non-union females, but not to show that there are more full-time than part-time employees.

Employee Classifications for Analyses of Working Conditions

The information in the "working conditions" section is presented for three separate groups of employees in the provincial composite tables. These groups are defined as follows:

Office: This group includes employees engaged in executive, administrative, clerical, secretarial and accounting work. It also includes professional, technical, drafting, engineering and data processing employees when they are not directly engaged in the production of goods and services. Sales staff, except when they work "on-the-floor" of retail trade establishments are included here.

Non-Office: This group consists of employees engaged in the direct production of goods and services, including maintenance and auxiliary production employees.

Special: This group is a collection of "special interest" employees which are exceptions to the above definitions. There are four types of "other" employees each within a specific industry:

(1) Police and Firefighters (Public Administration);
(2) Nurses - Registered Nurse and Registered Psychiatric Nurse (Hospitals and Nursing Homes);
(3) Retail Sales Clerks (Retail Trade);
(4) Truck Drivers (Transportation Industry). This category does not include delivery salespersons.

The classification "special" is used to pinpoint the working conditions of the preceding special interest groups. Data given under this heading are most useful with the "industry breakdown" portion of this report.

Working Conditions Totals

The Collective Bargaining Agreements - Provincial Composite table has a "Total Firms" column which needs some explanation. Consider the following:

	With Agreement	Without Agreement	Total
Office			
Firms	163	978	1,002
Employees	14,266	19,045	33,311
Non-office			
Firms	320	773	943
Employees	32,733	15,475	48,208
Special			
Firms	119	155	255
Employees	5,838	4,069	9,907
Total			
Firms	336	1,078	1,095
Employees	52,837	38,589	91,426

The problem arises when one tries to decide whether a firm is "with agreement". If a straight addition of column one is made (163+320+119), many firms are counted twice. The total of 336 is the addition where each firm is counted only once and can be considered as the number of firms which have union employees in at least one of the three groups. Moving horizontally, row one says that, of the 1,002 firms with Office Employees, 163 had a collective agreement, 978 had at least one non-union employee, and 839 (1,002 minus 163) had no collective agreement at all. Note that there is no problem with the employee figures.

Hours of Work

Respondents were asked to specify the type of arrangement in place for their full-time employees as well as actual hours worked per day or week.

The arrangements specified were:

(1) Fixed - working the same number of days every week (4,5 or 6) although not necessarily the same days and the same number of hours per day (eg. 7.75, 8.00). This is the most common arrangement.

(2) Variable - 4 1/2 day week - 4 regular days plus one day with an afternoon off, usually Wednesday or Friday.
- 5 1/2 day week - 5 regular days plus 1/2 day, usually Saturday morning.
- 5/4 day week - one day off every other week.
- 5/5/4 day week - one day off every third week.

(3) Other - this category is used for arrangements such as 12 hours per day - 40 hours per week arrangements and workers without fixed hours.

The "actual hours worked" table is a summary of all of the above arrangements, averaged over the necessary period.

Paid Holidays and Annual Vacations

The paid holidays section is composed of two parts. The number of paid holidays given per year is reported first. Employees receiving a percentage of pay are included under an equivalent number of holidays. In the second section, paid holidays other than the nine statutory holidays are listed. The statutory holidays in Saskatchewan are:

New Year's Day
Thanksgiving Day
Saskatchewan Day (August)
Remembrance Day
Labour Day
Canada Day
Good Friday
Victoria Day
Christmas Day

The years of service required to receive from three to eight weeks of annual vacation are included in the vacation section. Percentage pay for vacations is converted to an equivalent number of weeks. For establishments under provincial labour law, vacations must be at least three weeks after one year and four weeks after ten years of service.

Benefits to Full-time and Part-time Employees

Benefits are schemes organized and administered to provide for retirement income, protection against loss of wages due to sickness or accident, and additional medical coverage for dental and optical. This section presents benefits by number of firms and by full-time and part-time employees.

Comparability

The data in this report cannot be compared directly to other sources of wage rate information. One other major source is the Employment, Earnings and Hours Survey (Catalogue 72-002) published by Statistics Canada. A comparison with this survey shows two major differences:

(1) The Statistics Canada Survey reports wages by industry whereas this survey reports wages by occupation.

(2) The Statistics Canada survey has two major divisions of employees ("wage earners" and "salaried employees") whereas the Saskatchewan survey has three ("office", "non-office" and "special"). No direct comparison can be made among these divisions.

Abbreviations

Journeyman - J
Non-journeyman - NJ
Manufacturing and Processing - Mfg. & Process.
Transportation, Communications and Utilities - Transportation, Comm. & Util.; or Trans., Comm. & Util.
Finance, Insurance and Real Estate - Finance, Ins. & R.E.; or Finance
Health and Education - Health & Educ.
Public Administration - Public Admin.

Appendix II - Industry Groups

The following list provides a breakdown of the 10 major industry groups identified for the purpose of this publication. Detailed descriptions of individual industries will be furnished upon request.

Primary

- Agriculture
- Logging
- Metal Mines
- Non-metal Mines
- Coal Mines
- Crude Petroleum and Natural Gas Industries

Manufacturing and Processing

- Meat and Poultry Products Industries
- Dairy Products Industries
- Clothing Industries
- Wood Industries
- Pulpwood Paper Industries
- Fabricated Structural Metal Products
- Agricultural Implement Industry
- Clay Products Industries
- Refined Petroleum Products Industries

Construction

- General Contractors
- Special Trade Contractors

Transportation, Communication and Utilities

- Truck Transport Industries
- Public Passenger Transit System Industries
- Grain Elevator Industry

Wholesale

- Farm Products
- Food
- Apparel
- Lumber and Building Materials
- Farm Machinery

Retail

- Food Stores
- Clothing Stores
- Automobile Dealers
- General Merchandise Stores

Finance, Insurance and Real Estate

- Financial Institutions
- Insurance and Real Estate Industries

Public Administration

- Federal Administration
- Provincial Administration
- Local Administration
- Other Government

Health and Education

- Library Services
- Health Care Institutions
- Social Services
- Elementary and Secondary Education

Service

- Hotels, Motels and Tourist Courts
- Food Services
- Barber and Beauty Shops
- Funeral Services
- Services to Buildings and Dwellings
- Travel Services

Appendix III - Total Employees Surveyed

The following tables represent the number of firms and employees for which "Working Conditions" information was obtained. They are presented here with the breakdowns by geographic location, firm size, and industry type in order to give an indication of the validity of the survey for statistical analysis.

		Full-time		Part-time		Casual		Job Sharing	
		Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
Provincial Data	- Male	965	40,192	321	2,791	211	1,974	8	32
	- Female	984	28,456	595	10,769	293	6,659	91	553
	- Total	1,084	68,648	658	13,560	373	8,633	94	585
Industry Data									
Primary	- Male	40	3,475	2	7	6	81	-	-
	- Female	34	597	10	13	10	16	-	-
	- Total	41	4,072	11	20	13	97	-	-
Mfg. & Process.	- Male	163	6,394	33	73	30	131	-	-
	- Female	143	1,234	49	119	21	70	4	8
	- Total	165	7,628	66	192	41	201	4	8
Construction	- Male	74	1,026	8	10	9	19	-	-
	- Female	56	113	11	12	6	7	-	-
	- Total	76	1,139	18	22	14	26	-	-
Trans., Comm. & Util.	- Male	44	6,298	12	119	18	63	-	-
	- Female	37	779	13	98	9	19	-	-
	- Total	45	7,077	18	217	21	82	-	-
Wholesale	- Male	71	1,339	14	151	9	16	1	8
	- Female	62	447	20	229	4	5	-	-
	- Total	73	1,786	28	380	11	21	1	8
Retail	- Male	152	2,600	74	805	28	207	1	2
	- Female	154	1,826	115	1,997	38	461	6	14
	- Total	166	4,426	125	2,802	48	668	6	16
Finance, Ins. & Real Estate	- Male	55	1,442	8	25	6	12	-	-
	- Female	56	2,163	30	341	15	263	4	11
	- Total	57	3,605	33	366	16	275	4	11
Health & Educ.	- Male	186	3,770	98	524	65	637	5	21
	- Female	253	11,643	225	5,749	136	4,438	68	493
	- Total	256	15,413	228	6,273	144	5,075	70	514
Service	- Male	120	1,380	46	601	28	316	1	1
	- Female	136	1,452	86	964	45	448	5	13
	- Total	144	2,832	92	1,565	49	764	5	14

		Full-time		Part-time		Casual		Job Sharing	
		Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
Industry Data (continued)									
Public Admin.	- Male	60	12,468	26	476	12	492	-	-
	- Female	53	8,202	36	1,247	9	932	4	14
	- Total	61	20,670	39	1,723	16	1,424	4	14
Firm Size Data									
1 - 19	- Male	455	2,794	97	186	66	120	4	5
	- Female	471	1,405	237	497	85	141	17	39
	- Total	553	4,199	279	683	132	261	19	44
20 - 49	- Male	269	3,974	102	329	60	154	2	9
	- Female	272	2,591	191	1,644	93	390	39	166
	- Total	286	6,565	206	1,973	116	544	40	175
50 - 99	- Male	110	3,409	52	414	28	190	-	-
	- Female	112	2,059	74	1,408	42	415	12	49
	- Total	114	5,468	79	1,822	51	605	12	49
100 - 399	- Male	90	6,823	43	779	37	448	-	-
	- Female	89	4,890	64	2,516	51	1,862	13	104
	- Total	90	11,713	65	3,295	52	2,310	13	104
400 plus	- Male	41	21,392	27	1,083	20	1,062	2	18
	- Female	40	17,511	29	4,704	22	3,851	10	195
	- Total	41	40,703	29	5,787	22	4,913	10	213
Geographic Area Data									
Regina	- Male	193	8,852	67	866	37	476	1	1
	- Female	197	6,469	99	2,325	49	1,454	10	77
	- Total	212	15,321	111	3,191	60	1,930	10	78
Saskatoon	- Male	196	10,312	57	678	46	472	1	17
	- Female	199	7,846	103	5,721	42	1,906	15	120
	- Total	216	18,158	117	3,429	60	2,378	15	137
Major Urban	- Male	160	6,136	39	219	28	220	2	2
	- Female	156	3,377	80	1,242	38	974	12	103
	- Total	175	9,513	88	1,461	49	1,194	13	105
Minor Urban	- Male	117	2,946	43	184	21	98	1	1
	- Female	123	1,622	78	942	35	515	10	45
	- Total	131	4,568	88	1,126	45	613	11	46
Rural	- Male	249	2,933	105	459	68	196	2	3
	- Female	264	2,564	212	1,967	116	596	44	208
	- Total	298	5,497	230	2,426	141	792	44	211
Province-wide	- Male	50	9,013	10	385	11	512	1	8
	- Female	45	6,578	23	1,542	13	1,214	-	-
	- Total	52	15,591	24	1,927	18	1,726	1	8

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Lawyer 33
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Librarian 34
Library Assistant 34
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The following occupations were surveyed but data were not published due to confidentiality constraints.

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Ambulance Driver
Appraiser
Auxiliary Equipment Operator
Baker
Bank Messenger
Bellhop
Bindery Worker, Apprentice
Bolter
Boner, Meat
Brake Operator
Brewhouse Worker
Brick and Tile Making Machine Operator
Bus Driver, Interurban
Cableman/woman
Cage Tender
Carpenter, Foreman/woman
Carpet/Linoleum Installer/Layer
Cement Finisher
Charging Machine Operator
Chemical Operator
Chemical Operator Helper
Coil Winder
Dental Technician
Distribution Control Operator
Dividing Machine Tender
Drier Operator
Drill Press Operator
Dry Cleaner
Edger Tender
Editor, Special
Flagman/woman
Foreman/woman, Agricultural and Industrial Equipment
Foreman/woman, Clothing and Textiles
Foreman/woman, Petroleum Processing
Frozen Stick Novelty Maker
Furniture Repairer
Furrier
Glass Installer
Glass Furnace Operator
Grader, Lumber
Grain Buyer Helper
Grain Buyer
Hand Icer
Head Saw Operator-Circular Saw
Head Saw Operator-Band Saw
Heater, Metal
Hot Steel Roller
Houseman/woman
Hydro Station Operator
Ice Cream Maker
Inspector
Inspector, Garment
Interior Designer
Kiln Operator
Kiln Labourer
Loader, Logging Truck
Log Sealer
Logging Tractor Operator
Lumber Sorter
Machine Tender
Material Handler, Heavy
Mixer
Nursery Worker
Office Machine Serviceperson
Painter, J
Painter, NJ
Painter, Maintenance, NJ
Petroleum Process Operator
Petroleum Process Operator Helper
Photographer
Planer Operator
Plumbing/Pipefitting Foreman/woman
Poultry Plant Worker
Power Shear Operator
Power Press Operator
Radio and Television Repairer
Refrigeration Operator
Resaw Operator
Roofer, J
Roofer, NJ
Roughing Mill Operator
Sacking Machine Operator
Shaftman/woman
Skip Tender
Soft Drink Mixer
Specialist Chef
Specialty Products Maker
Steam Station Operator
Straddle Truck Operator
Stripping Shovel Operator
Supervising Architect
Test Baker
Tester, Feed
Tinter
Tool and Die Maker
Trimmer Operator
Welder, Construction, NJ
Well Puller